



REGION REF BULLETIN

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Do the math: Refing could be the million dollar side hustle

We all officiate for different reasons. For all of us, in some form, it's about giving back to a sport and organization we enjoy and respect, as current or former players, fans, parents of players, or advocates of youth sports in any form. Each of us starts at a different age and for different reasons.

We have all heard the phrase "it all comes down to the dollar" which means different things to different people and this is very true for volleyball officials. What you may find interesting, it is very realistic, and actually easy, to use officiating as your million dollar side hustle. Start early! This could be a lifelong lesson and game changer for younger officials.

Pat Collar, Regional Official — Class of 2021, and President and Portfolio Manager of Collar Capital Management, helps answer the question.

"How much wealth could a volleyball official accumulate if the official starts at age 22 and serves as an official for 40 years (saving and investing all his/her earnings)? What would it take to be a "million dollar official?"

Example Scenario: Official works 20 weekends (every other weekend) per year making approximately \$500 per weekend and officiates an additional 20 high school matches during the weekdays, earning approximately \$100 per match. Total earned in a year equals approximately \$12,000.00. After taxes, we approximate this official can

invest \$10,000.00 per year into an account that compounds at 8% per year. The official will have approximately \$2.8 million at the age of 62. If the official could compound at 10% he/she could build as much as \$4.8 million in wealth. What a difference 2% can make when it is compounded over 40 years!

Example Scenario 2: Take half of what you earn in scenario one above and have fun with it. Buy that new iPhone, the extra vacation, etc but invest the other "half" of your earnings. So, in this scenario, the official would invest \$5000.00 per year. This official would have 1.4 to 2.4 million dollars in 40 years at 8% and 10% annual returns, respectively.

What would it take to be "the million dollar" official? There are many options!

Officiate starting at age 22, for 40 years. Invest \$3,600 of your match fees annual. This is officiating approximately six (6) weekend club tournaments and 10 weekly high school matches. At age 62 you have your million.

Start at age 22, officiate for 3 years and invest all your match fee earnings, \$30,000 in total. Then keep this invested for 40 years in a diversified stock portfolio that can compound at 10%. At age 65 you will have approximately, \$1,020,000.

Only three years of officiating gets you your million, and you are likely to enjoy the game and keep going for your next million.



Badger Region Board OKs changes to ref hotel policy

The Badger Region Board of Directors approved changes to the hotel policy for officials at their most recent meeting on Monday, Feb. 28.

Background

In recent years, the Badger Region removed official's mileage payments in order to more closely comply with independent contractor rules. There has been a hotel reimbursement policy in place for many years, with a cap on funds reimbursed (\$90) to officials when they either work a two-day event away from their home, or work back-to-back one-day events away from their home.

Recently, there have been some questions and comments from officials on this policy, and therefore staff would like clarification as to when officials should get hotel rooms, as there is a budget impact of up to \$90 per night reimbursement. There are also questions on if officials who split a room both get up to \$90 per night, or only one of them receives the reimbursement, even if two day and the cost is more than \$90 total.

Approved proposal

For Badger Region-sanctioned events, staff proposed that the ref as-

signer, pending a logistical need, has the ability to pre-approve a request from an official who is working an event(s) further than 60 miles away from their home, to be reimbursed up to \$100 for a hotel room. The ref assigner will still assign with the care given to keeping these instances in check, but it will help them get officials of a certain level to corresponding events.

This reimbursement will not automatically be given, as there are officials who choose to stay with friends or drive home, so the official must request this hotel room prior to the event. This room can be for the Friday before an event, or the Saturday night if a two-day event, or between two-one day events that are more than 60 miles away from their home. The capped budget for this would be \$2,500 for the season.

Hotel stays for Region-run events (Champs, Qualifier, Power League, etc.) would not be included in this budget as they will be taken from the event-specific budget which sometimes have alternate hotel block arrangements and staggered scheduling, but still can follow the same guidelines for pre-approval, logistical need and prior request. The event budget can then absorb these costs.



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Details for The Dale/Badger Region Champs

We hope you are all looking forward to the 2022 Badger Region Championships and Dale Rohde Memorial Tournament.

Here are some details — other details have been sent out via email.

*** FACILITY ENTRY:** Wisconsin Center doors, and the Skywalk from the Hilton, open at 7:00am. Hyatt skywalk is torn down so it is not accessible.

*** REFEREE MEETING:** The morning pre-tournament officials meeting will be in Room 201A starting at 7:15 a.m. both Saturday and Sunday. Also, after the morning meeting, Room 201A will be closed (so if you don't start at 8 a.m. come directly to the 3rd floor where you can stow your coats and bags in the Referee Room.

*** COURT LAYOUT:** Due to the start of construction on the Wisconsin Center expansion project, most courts will be in the main hall (on the 3rd floor), with some courts being set up in the Ballroom on the 1st floor. Court numbers 1-30 will be on the 3rd floor and Ballroom 1-6 will be on the 1st floor.

*** CHAMPIONSHIP DESK(S):** Given the split groups of courts, there will be a Championship Desk on each level to turn in your completed score sheets.

*** NATIONAL ANTHEM:** Played at 7:45 a.m. each day. Call captains at 7:40 a.m. then warm-ups after the anthem.

*** REFEREE UNIFORMS:** Only USAV-approved shirts/outerwear can be worn by officials while officiating a match. The 1/4-zip red pullovers that were given out by Badger Region are only approved when working Badger Power League events and your USAV certification patch CANNOT be worn over this.

*** PLAYERS' UNIFORMS:** Be cognizant about libero jerseys. They MUST contrast with the regular players' jerseys! Look in the USAV Indoor Rules Book for specific examples of non-contrast-



ing color schemes. Also be aware of the body of the number not contrasting with the color of the body of the uniform, regardless of any accent piping around the number. Report any uniform issues to your closest Championship Desk. Some clubs have already applied for waivers and were approved with the lead official

* REFEREE CHECK-IN & CHECK-OUT

o Check-in with the Lead Official 30-45 minutes before your first scheduled match.

o Any changes from the match schedule must be approved by the Lead Official and reported to the Championship Desk.

o Don't leave until you have checked-out with the Lead Official.

*** CONCESSIONS:** Wisconsin Center concession stands will be selling both food and drink during the event. You are encouraged to bring your own snacks and water.

o Each Referee will be given a gift of a Badger Region Volleyball soft-sided cooler-bag containing snacks. Limit one bag per official no matter how many weekends are

worked.

o Referees will also be paid a food stipend (paid in their total check from the Region) based upon the number of matches worked per day.

— 7 or less matches (minimum of 5 matches worked) - \$10.

— 8 or more matches worked - \$20.

* SPORT COURT RULES AND BENCH CONTROL

o Per the 2019 USAV Rule Modification, to begin serve, both feet must be touching the Sport Court (don't beckon until they are legal).

o One body part must be in contact with Sport Court to play any ball over a

non-playable area – then it's OK to continue off Sport Court.

o Substitutes must either be sitting on chairs or standing on the concrete beyond the end of the bench.

o Teams WILL NOT be switching sides in between sets.

o Please ask who the listed head coach is on the roster so you are aware who can call timeouts, etc.

* WORK TEAMS AND SCORE

TABLES

o No food or drink on score table – place on floor AND no electronics in use by scorers.

o Get the next match warming up and on the clock before bringing the prior completed score sheet to the Championship Desk.

*** WARM-UPS:** 2-4-4 all day, may go to 3-3 if both teams agree and have already played, especially if courts are behind.

* COURT SUPPLIES

o Nets should be OK, but measure them at the start of competition or after a height change.

o Balls – Boys/Girls/VB Lites at Championship desks – don't leave the ball unattended on court.

o Check the pressure of the Game Ball.

o Pens/Pencils/Score sheets/Lineup sheets/Libero sheets/Flip score/towels at Championship Desks.

o Return the Balls/Pens/Pencils/Score sheets/Lineup sheets/Libero sheets/towels at end of day.

* REPLAYS DUE TO BALL ON COURT – ONLY IF IT AFFECTS PLAY

o Ball on court in back zone – not necessarily a replay.

o Ball on court simultaneous with ball down – not necessarily a replay.

o Ball in front zone – immediate stoppage.

Other reminders

A reminder that Sunday is always “hurry up and wait” day – please get your completed score-sheets handed in to the Championship Desk ASAP so brackets can be updated and the next scoresheet issued.

* Dale donations - If you are interested in donating a match please come to the desk by the ref room and sign up with Sara.

* Before you leave the facility, please check-out with the lead official and also confirm your start time for the following day (if applicable).

