



Our last Society meeting of the season will be held on

**Thursday May 13, 2010**

**at 1900 for 1915**

at

**Civil Service Recreational Centre,**

**Chadwick Street, London, SW1P 2EP**

**[A guest speaker is being sought and his details will be available  
shortly after ARGUS goes to press.**

***You will be informed via an e-mail message or the website.***

The evening's running order is likely to be:

1905: Take seats;

1915: Chairman opens with brief routine business;

1920: AGM: [See additional agenda];

2030: John Cooke with law queries, match incidents and training session;

2045: Guest speaker: [identity and topic to be announced];

2115: Q&A and vote of thanks;

2120: Raffle and announcements [the 100 Club draw will be made at the  
annual dinner];

2130: Evening closes.





**AFA & London Society of Association Referees**

Notice that the

# **ANNUAL GENERAL MEETING 2010**

Will be held on

**Thursday May 13, 2010**

at

**The Civil Service Recreational Centre,  
1, Chadwick Street, London, SW1P 2EP**

**Commencing at 1910 for 1915**

## **Agenda**

- Apologies for absence
- Minutes of the AGM 2009
- Matters arising
- Annual report [Chairman]
- Financial Report [Treasurer]
- Auditor's Report
- Rule changes [see below]
- Motions [see below]
- Election of officers, Committee members, Vice-Presidents, Auditors (see proposals opposite)
- Any other business

***AGM ends***



Proposed deletions are ~~struck through~~. Proposed new wording appears in ***bold underline italics***

- An amendment to these Rules or proposed Notice of Motion may only be made at the AGM or an EGM of the Society. Any member wishing to move an amendment to these Rules or to propose a Notice of Motion shall give notice in writing to the Honorary Secretary at least ~~fourteen~~ ***twenty-eight*** days in advance of the meeting, stating precisely the terms of the amendment or motion, and notice of such amendment must be included in the agenda circulated under Rules 12 or 13. ***Not less than fourteen days' notice shall be given in writing to by the Honorary Secretary to all members of any proposed amendment to these rules or Notices of Motion.*** ~~An~~ The amendment shall be carried only if not less than two-thirds of those present and voting are in favour. A Motion shall be carried if more than half of those present and voting are in favour.

### Motions

- That Members' Society subscriptions shall increase by £2 from 1st April 2011 (proposed by the Executive Committee)  
[Notes: (i) the Referees' Association AGM in June 2010 will debate a proposal to increase RA subscriptions by £1 from the same date. If this motion and the RA motion are passed, subscriptions due on 1st April 2011 will increase from £31 to £34, but be reduced to £32 if paid by 31st May 2011. (ii) The chart below shows the movements in Society and RA subscriptions since 2002]
- That the Society's affiliation to the Referees Association shall be reviewed at the AGM.

AGM	Society Subscription at AGM (£)		RA Subscription at AGM (£)		Total (£)	Pay by 31 May (£)
	£	Increase	£	Increase		
2002	13	0	11	0	24	22
2003	13	0	11	0	24	22
2004	13	1	11	0	24	22
2005	14	2	11	0	25	23
2006	16	0	11	2	27	25
2007	16	0	13	0	29	27
2008	16	0	13	2	29	27
2009	16	0	15	0	31	29
2010	16	2	15	1	31	29
2011	18	0	16	0	34	32

### Executive Committee nominations for 2010 - 2011

President	Bart O'Toole
Chairman	Gordon Kirby, JP
Vice-Chairman	[Candidate considering]
Treasurer	Mike Naylor
Secretary	Errol Walker
Assistant Secretary	Bart O'Toole
Social Secretary	David Cunningham
Recruitment & Retention Officer	Bart O'Toole
Training Officer	John Cooke
Editor	David Littler
Webmaster	Michael Hayden
Supplies Officer	Martyn Cannon
IT Officer	Michael Hayden
Committee Members	David Lewis, Frank O'Neill, Patrick MacGowan MSA
Auditors	Mr. Hayden Senior, Robert Hanison MSA (Life Vice-President)

NON-EXECUTIVE POSITIONS

Vice-Presidents nominated for 2008 - 2011 Jim Hale MSA, Jeff Morrell MSA



## **Dates For Your Diary 2010**

I should be grateful if you would take note these dates and venues for the forthcoming season. The recruitment of speakers is currently ongoing but we have a good list "in the bag" at present with others pending.

May 13 (AGM): CSRC

May 21 [Annual Dinner at the same venue as 2009]

CSRC = The Westminster Room, Civil Service Recreational Centre, 1 Chadwick Street, London, SW1P 2EP

Enclosed with the March Argus were the registration forms for 2010/11.

Have you returned your registration, 100 club requests and dinner application?

If not please do it **NOW!** We really do need to get you all on board!

### **REFEREEING ACADEMY AT SOCIETY MEETINGS**

Training Officer and AFA Referee Development Officer John Cooke will be pleased to receive any problems of members at monthly meetings, and also to analyse and debate recent incidents recorded from the professional game on video. Members with video recorded incidents are always welcome to bring them to meetings and they will be examined, time permitting. If possible, please telephone John in advance.

## **OUR WEBSITE**

Just a reminder to members that our website address is **[www.afalonsar.co.uk](http://www.afalonsar.co.uk)** Michael Hayden is doing a grand job keeping it up to date. Please visit it!

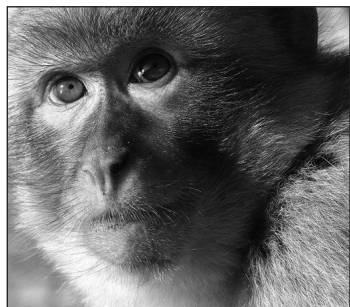
**COPY FOR  
SEPTEMBER ARGUS  
MUST  
BE WITH THE EDITOR BY  
FRIDAY  
27th AUGUST 2010  
OR SOONER IF POSSIBLE.**



# Chairman's Comment

**A young man going places:** Our speaker in April, John Busby was a joy to listen to and at just 21 years of age, a Level 2 he was modest, unassuming and charming but willing to listen and learn. Clearly he is someone to keep an eye on and who knows we may be inviting him back to speak to us in four years time following a successful world cup performance.

**It certainly made a monkey out of me!** My holiday in Spain was lovely in case you didn't ask: blue skies, warm weather, beaches, flowers, tapas, rather good wine and memorable visits to Granada and Gibraltar. I maintained my interest in football while on holiday intending to watch the local team Almeria but was horrified that although currently in the bottom half of La Liga it was charging £150 for grand-stand tickets for a home game against Real Madrid. I made do with watching the game on TV in a bar. As I discovered last year the alternative team in the suburbs of Almeria charged me £25 to watch a rather poor game of around Blue Square South standard. Football is surprisingly expensive in Spain and shows what relatively good deal we are getting in the UK.



The animal pictured opposite is not some woman I met in a Spanish bar but a Barbary ape [or was it Barbara?] on the Rock of Gibraltar. On visiting our last colony in Europe I just had to see the Rock's summit by cable car. On arriving at the top I was marvelling at the vista of North Africa in the offing when the ape took a fancy to my rucksack. It jumped on my back and began pulling it off my shoulder. We then engaged in a tug-of-war which the ape won by showing his enormous teeth. The bag contained my camera, money and passport and I had visions of trying to explain to the passport authorities and Gibraltar and Spanish immigration

that a monkey had stolen my travel document and was busy eating it half way up the summit. Once in charge of my bag the ape with amazing dexterity began unzipping the various pockets and pulling out the contents looking for food. Finally, a friendly official shouted at the ape who dropped my bag and all was well. It made for a memorable visit. One disappointment though was not being able to track down Dave Cunningham in any of the many pubs I visited!

**Is nothing sacred?:** As a youngster, when live games were rarely shown on television, my annual treat was to watch in awe from chilly Cumbria the FA cup-final from a usually sun-bathed Wembley. Part of the thrill was to marvel at the wonderful playing surface which contrasted with the playing surfaces I was used to. Hallowed turf, bowling green flat no praise was too much but how times have changed. With the new stadium having cost around three-quarters of a billion pounds [let's spell that out: £750, 000, 000] the playing surface has had to be re-laid 10 times since 2007 at nearly £90,000 a time [around another £1,000,000.] Why does it need doing so often if at all? The Portsmouth versus Spurs FA cup semi-final was a less than dignified spectacle with players from both sides slipping and sliding apparently due to the uncertain surface. This is clearly unacceptable at a time we are eagerly lobbying for England to host a World Cup final with Wembley Stadium at the centre.



I have some sympathy with all concerned as having spent so much money building the stadium it makes economic sense to use it as often as possible and this is now a necessity. Think back to the old Wembley which probably staged just the FA cup-final, the amateur cup-final, rugby- league cup-final and two or three England internationals a season: hardly exhaustive usage. However, the new Wembley calendar is formidable driven by a necessity to get bums on seats. Following the two FA cup semi-finals we had the Guinness Premiership rugby union game on 17 April, and then 8 matches scheduled within 22 days from 8 May including the FA cup-final, the 3 Football League play-off finals on 22 May, 29 May and 30 May, plus the finals of the FA Vase and the FA Trophy on the weekend of 8-9 May and the Blue Square final play-off on 15 May; on 24 May there is the World-Cup warm up game between England and Mexico. If this was not enough on 19 June there is a concert plus two more in September with England's Euro 2012 qualifier against Montenegro in October.

A football purist would argue that the stadium should be used only for football but this is unrealistic in modern times. When the new stadium was in the planning stage it was always envisaged that it would be a multi-use venue to host pop-concerts, motor-racing, and American football as well as many football matches and some rugby union and rugby league games. That was the economic deal on which the rebuild was based. So what about the playing surface itself: can't it be laid more securely? [*Harry Rednapp, Spurs boss commented after his sides FA Cup semi-final defeat "You couldn't race horses on it!"*]

Most premier league clubs opt for a Desso Grass Master seeded playing surface which includes a mixture of 100% natural grass reinforced with synthetic grass fibres. During the growing process, the roots of the natural grass entwine with the synthetic fibres and anchor the turf to form a stable and even playing surface. Although the synthetic element is just 3% the artificial fibres need several weeks to bed in. Wembley's' heavy programme precludes this arrangement so we are rather stuck with this very expensive and unreliable pitch surface for the time being. Seemingly, with Wembley's high grandstands surrounding the pitch a lack of exposure to wind, rain and sunlight add to the problems.

**How has your team done this season?** Perhaps your team has done well, badly or just OK this season. For me Liverpool has been massively disappointing compared with their usual high standards and Brentford have done very well compared with their usual poor standards. But spare a thought for non-league AFC Aldermaston who lost 40 games in a row before securing a 1-1 draw against Warminster Town recently for their first point of the season. During their wretched campaign Aldermaston, rock bottom of the Wessex League Division One nine levels below the Premier League, have conceded more than 150 goals. However: *"Morale has been good. The players want to win games and compete we just hope we can turn it around and have a good end to the season. We should have won our last two games so there has been a definite improvement,"* said their coach. Aldermaston will play next season in the Hampshire Puma League after also becoming the first team in the country to be relegated but the players and management are desperate to secure a win before the season ends next month.

**. . . and finally:** We are perhaps facing a hung parliament as a result of a closely run general election on 6 May. My question is which of the leaders would you like to see hanged first?

Have a great summer break.

**Gordon Kirby, JP, Chairman**



# REWARD £5,000

Have you sent your raffle book stubs back yet? They should have been returned by now, **but if you have not sent them there is still time.**

Please either buy these yourself or sell them to colleagues, relatives or family. The top prize is £5,000, second prize £1,000, third prize £500, fourth prize £250, fifth prize £100 and 50 other prizes of £50 each. "You have got to be in it to win it!"

If you do this. and with 50% of the proceeds of the sales going to your Society, we will benefit to the tune of £450 and you may well hit the jackpot prize; someone has to!

Please send ticket-stubs and cheques

## MADE PAYABLE TO THE REFEREES ASSOCIATION

**to Robert Hanison**

**20 Folkington Corner, Woodside Park, London N12 7BH**

If you prefer you can bring your ticket stubs and cheque or money to the next Society meeting and hand them over to me or Robert Hanison.

*Best wishes Gordon*



## Membership Renewals

It's that time of year again when we ask you to commit to the Society and the Referees' Association for a further year. You will have found in the March ARGUS a form asking you to renew, buy shares in the 100 Club and buy tickets for our annual dinner. It's expensive I know but membership particularly is value for money if you are refereeing regularly. It makes sense to get the three things out of the way at once.

The benefits of membership are both tangible and intangible and I won't go into these in detail in this short notice. And even if you have given up the whistle you still benefit from Society membership through attending meetings and staying in touch with old friends while continuing to enjoy listening to excellent speakers in a pleasing atmosphere. So please, rejoin.

### Can I ring a Friend?

Of course you can in particular one that for one reason or another hasn't rejoined the Society. It may be that they have simply overlooked renewing their subscription or need chivvying up a little and this is where you can help. If you know of a colleague who has not-renewed then give them a ring and urge them to do so.

The Society needs you!

*Gordon*



## ***DON'T JUST CHECK THE NETS!***

In refereeing and lining, as in life, it's never too late to learn, and after more than 20 years and more than 1500 games, I was taught a new lesson a few weeks ago.

It was a Ryman Youth League game, and, as always, I was keen to impress the referee even before the kick-off. For me, this is easier to achieve indoors in the changing room and outside before the kick-off than once play has started!

As usual, I wanted to demonstrate that despite the ever passing years I was extraordinarily fit (for my age!) and so, on the instruction to "check the nets", I sprinted (or so it always seems to me!) to the goal at my end, hoping to also impress the players in that half as I flashed by.

I checked the net inside and out with one eye on my colleague at the other end so that I could time my return to the centre circle to coincide with his. Following the toss of the coin and handshakes all round, again with one eye on my colleague, I retreated in the approved backward fashion to my touchline, keeping my full attention on the referee in order to synchronise my watch with his at the start of the half.

With the game underway, I concentrated on knowing at every moment where the ball, the last defender (apart from the goalkeeper, of course) and the referee were. It was only after about ten minutes when the first corner was awarded at my end that I saw the two bright orange poles, similar to corner posts but slightly higher, sticking up for all to see on my side of the penalty area about 2 yards from the goal line . . .

The specific lesson of this experience is: When checking the net have a look at the field of play as well!

The general lesson of this experience is: Don't try to impress people at the expense of doing the job!

*Jim de Rennes, Kingston Referees' Society*

## **100 CLUB**

**The April 100 club draw was made. The winning prizes were:**

**£25 – Gordon Kirby**

**£15 – Derek Earles**

**£10 – Ian Davies**

**Cheques should be with the lucky winners by now, if not please contact me.**

*Gordon Kirby*



**Welcome to**  
**“100 CLUB PLUS”**  
**With Bigger CASH prizes**

The new 100 CLUB PLUS prizes are designed to give more to Society members and to encourage you to attend Society meetings.

Cash prizes will be: £25, £15 and £10 for each draw, but if the winning member is at the meeting when the draw is made prizes will increase:

**From £25 to £40    From £15 to £30    From £10 to £25**

**The cost of each 100 club share is now £12,  
and you can buy as many you like!**

***If you were to attend all the meetings and win the top prize,  
you could come away with £400!!***

*So, come on join the 100 CLUB PLUS in time for the first draw in September*

**Guest Speaker**  
**John Busby**  
**(Football League Assistant Referee)**  
**Bossing the Game**

Gordon introduced John as a referee in his eighth season as a registered match official, 23 years old, and currently in his fourth season as a Level 3 and second season as a national list Assistant Referee. He has officiated in the FA Cup on every round up to the second round proper, also officiated on FA Vase semi final, FA Trophy, FA Youth Cup quarter finals, Women's International and European U17's Championship. He is a FA registered assessor operating at Contributory League Level (Ryman's' and Southern Leagues), recently obtained instructor status with The FA. Hot of the press was the news that John had just been further promoted to level 2 for which a very special, long round of applause was given.

John began by referring to an offside incident where an injured defender stepped off the field of play behind the goal line. John asked where the assistant stand should. He had incorrectly stood with the third last defender but should have stood level with the goalkeeper who was in fact the second last defender. Luckily the injured player returned to the field of play and no offside decision had to be made. The assessor pointed out the error after the game!



## **John's topic was 'Bossing the Game'**

The key to this was perception – credibility – preparation. John asked who expects us to boss the game? In short players, managers, spectators etc. What common situations need bossing? Examples were offered: disciplinary incidents, dissent, technical areas. John gave further examples:-

- pre-match team sheets, fair play handshakes, captains – which should all be short and sweet;
- time/tempo of game – the first and last 10 minutes of the game are vital. John suggested not playing risky advantages at those times. Goals, cautions, penalties, substitutions are all times when more control is needed;
- restarts
  - Throw-ins – boss the first 3-4-5 throw ins – be visual – tell them where to take it from – the perception is that you are controlling the situation. This will tend to lead them to ask you 'is this alright ref?' which is easier to control
  - goal kick/corner kick – at corners do not simply stand and shout. Be visual - call 'arms down', say "I'm watching you players" There may be an opportunity to delay a corner whilst you speak to players to let them know you're watching. We should look out for 'watchers'; at corners with no intention of playing the ball but to stop 'runners'. They are usually standing not looking towards the ball – we can speak quietly to them to let them know we're watching. At goal kicks we get into dropping zones and be pro-active. Get the right angle, talk to the players, for example "easy on the hand centre back" – let everyone know you are controlling that dropping zone
  - kick off – John asked what assessors are looking for. Denis Breathing offered some suggestions. We often see a player standing in the opposite half for the kick off. It's a little thing but get it right. We need to consider our position. 99 times out of 100 today the ball is rolled forward and then kicked backwards.
  - Drop ball – many incidents make the newspapers with drop balls, sometimes leading to indiscipline. John suggested positioning ourselves between the kicker and the goal so the ball does not go towards the goal. For contested drop balls John asked members to demonstrate asking the players to take a step back, then drop the ball as they step back – so they can't kick each other
- free kicks – for an attacking free kick we need to be aware of the defensive wall. We should walk forwards from the ball to the outside of the wall with the players in view as we walk across the front of the line telling them not to encroach and warning about cautions if they do. Steve Bennett had once suggested marking the ground with your boot, and in Argentina a small spray is used to mark the line
- Penalties – John asked where we move after awarding a penalty. He agreed with backing away to the goal line so if players advance towards us they may be asking for discipline
- Confrontations (Players, Club officials!) The key to managing them is to take them out of their comfort zone, i.e. away from their technical area. It is best to ask them to come a few yards away from their area. When we stop the game to go to the technical area the players moan as they want to get on with the game. If they refuse to move with us, it may be necessary to ask them to leave the technical area. We deal with players individually. With 2 neutral assistants we are taught to get into a triangle on the field of play and discuss it with them once the commotion dies down. The second assistant is asked to look for the runner – they normally wear grey or green and wear big gloves! Get the team in, deal with the reds first, then the yellows. If there is a crowd and there are two red cards



– one from each team, dismiss the home player first, then the away player, and if they have just been fighting delay the cards so they do not have a chance of meeting again as they leave the field of play.

### **What tools do you use when managing situations?**

#### Communication

- Whistle (varied tone, used effectively)
- Arm signals – confident and clear – swift, clean, without hesitation. We should be positive
- Voice – talk to players, be vocal – this is a massive area for controlling the game – we can be proactive – for example to 9 on 5s we can say “nothing silly, watch your arms” etc. It helps to speak loudly so that all others on the pitch know we are talking.
- Body language (calm, confident)
- Proximity – close – this gives more credibility
- Discipline – use the stepped approach (quiet word ... cards)
- Proactive- warn, then punish

**Questions:** John Cooke asked about the current guidance for standing side on for drop kicks. John Busby said slightly at an angle but still side on.

Peter Kosciolk asked about John’s very recent promotion to level 2. What games would he be refereeing?

John said he would be refereeing in the Blue Squarer Premier, Premier Reserves and Football League Reserves.

Mike Naylor asked whether as an assistant John preferred detailed instructions or freedom to operate according to his own judgments. John preferred detailed instructions. Mike asked how much detail was given. John said very detailed – normally going on for 10 – 15 minutes. Mike asked what variation there is. John said mainly for penalties and retakes. Off sides are standard. Gordon asked what advice referees given for the keeper movement at penalty kicks. John said it’s usually left to the Assistant’s discretion. Formerly one step was fine but two was too many.

Gordon asked whether assistants are left anonymous but hidden via coded signals with the referee. John said more and more referees are now saying the assistant should flag in the air. Referees are more and more looking after themselves!

John tells his assistants to flag for fouls in their vicinity. As regards infield I always ask them to look at me first, then to consider whether it’s credible and where its needed. If he was letting the game flow then they should not give too many signals for fouls.

John was asked about technology for ball out of play. He felt as the game stops and has died it can be used, but it should not be used to stop the game to review decisions. That would spoil the joy of the game.

David Carney proposed a vote of thanks again congratulating John on his recent promotion. He had displayed a sense of humour, confidence without being brash; leading on to an ability to listen, which we could all learn from. David had been refereeing for many years but he would change something he was doing at his next game on Saturday as a result of what he had heard this evening. John was obviously a student of the game, and his name would be noted and we wish him all the various best, and when we see him on TV at a big game we would be able to say “We were there when John gave that talk!”

*Bart O’Toole, President*





**The Referees' Association**  
**EVE-OF-FINAL RALLY**  
**Friday, 14<sup>th</sup> May 2010, 6.15pm for 6.45pm.**  
**The Hotel Russell, Russell Square, London, WC1B 5BE**



This years Rally to honour the FA Cup Final Referee and his team and gives their fellow referees and peers the opportunity to pay tribute to them on being appointed to the "match of their lives" – Complete your cup final weekend, as well as having the opportunity to meet other top referees and former FA Cup final officials. You will hear from The Referees Association President David Elleray and this year's guest Mr George Courtney.



**George Courtney** was one of the dominating referees during the 1980s, and George went on to referee the World Cups of 1986 (Mexico) and 1990 (Italy). George refereed the 1980 FA cup final which was between West Ham United and Arsenal with West Ham United being victorious with a 1-0 win, goal scorer was Trevor Brooking.

Tickets for the Rally are now available, priced at **£12.00** each for adult members and **£6.00** for members 18 and under, and you will receive a souvenir programme autographed by the officials.

So avoid disappointment get your applications in early, just complete and return the slip below with a cheque or a debit authorisation. Demand is expected will be high, so we recommend early application, which will be on a "first come/first served" basis.

David Elleray and RAE Board members would particularly like to thank the PGM0 Ltd for their most generous contribution towards the staging of this event.

Tear off and submit as your postal application

***I/We..... (Association/Branch/Society) apply for ..... tickets for the Eve-Of-Final Rally on 14<sup>th</sup> May 2010. Enclosed is my/our cheque for £..... made payable to The Referees' Association or please charge my credit/debit card as below:***

Please circle your choice		MasterCard / Visa / Maestro / Solo		£	
<b>For credit and debit card payments</b>				Please debit my account as below	
<b>Card number</b>				<b>For all cards</b>	<b>For Maestro and Solo cards only</b>
				<small>Expiry date</small>	<small>Valid from</small>
					<small>Issue No</small>

*Please send my/our ticket/s to:*

.....

..... *Post code* .....

*Telephone or email address for any queries:* .....

**Please Return To:**  
**The Referees' Association, 1 Westhill Road, Coundon, Coventry, CV6 2AD**



# Whistleblower's Opinion

## Slaying Dragons and Demons

I am writing this on St George's Day - the celebration of the patron saint of England, who, legend has it, slew the dragon. While no longer a public holiday, the red cross flag of St George is still very much part of our national and Christian heritage, and will no doubt be much in evidence as we approach the Football World Cup Finals in South Africa next month.

In a fragmented, pluralistic, multicultural post-modern world, football (like Christianity) is one of the few universal spiritual experiences. Football is played, followed and shared by billions worldwide. And it is still essentially a positive experience, despite the 'dragons and demons' of the business of football and the unholy alliance between crooked club owners, the media and Asian betting companies. (Next season ten English Premier League clubs will have betting sponsors and one company, 188Bet, sponsors five different clubs. These arrangements must be vulnerable to match fixing.) It is sad that the dysfunctional English Football Association continues to focus on social engineering rather than regulating professional excess and misconduct and developing the grassroots game.

Does St George and the Christian tradition provide any guide to slaying the negative dragons and keeping the football experience a universally positive one?

Christ's Sermon on the Mount helped transform the Old Testament into the New, and changed the focus from negative to positive behaviour guidelines. These principles for life in general can equally be applied to football and to refereeing.

## What can refereeing learn from the Sermon on the Mount?

Applying the timeless principles of that famous manifesto for change - commonly known as 'The Beatitudes' - shows how the role of the referee can be seen as a vocation and a force for good. Each Beatitude provides a lesson for better refereeing and a happier outcome for both ourselves and those that we referee. (You might find it interesting to compare the following with the code of Conduct for Match Officials which is in the County Handbook.)

### 1. "Blessed are the poor in spirit"

The first Beatitude encourages us to be humble - the referee should not seek to be the centre of attention. We should operate below the threshold, take a lower place without resentment, and be happy when the conversation is no longer about us. It is the opposite of the currently fashionable 'celebrity culture'. We will never be rich in money terms, but there is a spiritual richness from service to others and ensuring that they enjoy their game.

### 2. "Blessed are they who mourn - for they shall be comforted"

Recognising our mistakes is the key to development and improvement. We should be big enough to admit it when we get things wrong, be genuinely sorry, apologise, and move on. Only through acknowledging mistakes do we get the release and freedom to move forward and achieve internal peace.

### 3. "Blessed are the meek - for they shall inherit the earth"

The referee who is non-confrontational, except in the defence of others, will win respect. The loud, strident, posturing examples of refereeing only antagonise players and spectators.



#### **4. "Blessed are those that hunger and thirst for justice "**

The referee's primary role is as a dispenser of justice, interpreting the actions and incidents of the game without bias or discrimination and protecting player safety. That requires a detailed knowledge and understanding of the Laws. And for those that judge others, there is a responsibility to be properly prepared for every game, regularly attend training to maintain professional standards and knowledge (e.g. Society Meetings), and to live to the highest standards of personal behaviour on and off the field.

#### **5. "Blessed are the merciful, for they shall obtain mercy "**

The referee who shows understanding and compassion for the actions of players, managers and spectators in the heat of battle will win over his 'enemies'. We raise ourselves above the anger and bitterness when we absorb the insults and the abuse, and find a way to forgive.

#### **6. "Blessed are the pure of heart "**

In a world of corruption, the referee must be a figure of absolute integrity. Without belief and trust in the decision-maker being fair, honest and unbiased, the game cannot exist. So referees must ensure that they live honest lives and that their interests are open and transparent. There can be no association with outside parties that might prejudice their integrity.

#### **7. "Blessed are the peacemakers "**

The referee is an arbitrator between opposing players and teams, resolving disputes and conflicts. The referee is a peacemaker, promoting fairness, non-violence and reconciliation. His presence should be a calming influence on all involved.

#### **8. "Blessed are those persecuted for the sake of righteousness "**

Doing what is right despite the pressures of players and crowd requires great mental strength and courage. There are few other occupations where even decisions correct in Law or fact are met with loud and abusive disagreement from the participants. At the higher levels, media criticism with 20/20 hindsight and the benefit of 24 camera angles creates extreme pressure on individual referees and challenges the whole refereeing community.

The compensation is knowing that refereeing is the opportunity for 90 minutes (despite what goes on in the rest of your life) to be honest, transparent, with total integrity, compassionate, non-discriminatory, pursuing justice, protecting the weak and vulnerable, peacemaking, non-violent, absorbing hatred anger and abuse, in self- sacrifice and service to others, living in hope of better behaviour and a more enjoyable game for all.

You don't need to be religious to see that the courage of St George and the spirit of the Beatitudes are just as relevant today against the dragons and demons of the modern age.

*Patrick Morrissey*

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**AFA AND LONDON SOCIETY OF ASSOCIATION REFEREES  
MINUTES OF THE ANNUAL GENERAL MEETING, THURSDAY 14 MAY 2009  
AND OF THE EGM HELD ON THURSDAY 8 OCTOBER 2009 BOTH  
HELD AT THE CIVIL SERVICE RECREATIONAL CENTRE  
CHADWICK STREET, LONDON SW1P 2EP**

As is customary on these occasions the Chairman Gordon Kirby opened the meeting wearing the Society Chairman's insignia of office. He welcomed members present.



In the absence of the Hon. Sec. Gordon announced the apologies.

The minutes of last year's AGM had been printed in the May 2009 issue of ARGUS. He asked whether there were any matters arising. There were none.

The main points of the Chairman's Annual Report were also published in the current ARGUS. He wished however to reinforce one or two of the points mentioned. He said the Society could be reasonably satisfied that things had gone well during the past 12 months. Attendance at Society meetings had been healthy [an average of 25 per meeting up 25% on recent figures but still short of the Code of Practice target of 40 per meeting.] He hoped members would agree that inviting non-members to some Society meetings had been justified. Of the 274 total attendees throughout the season, 160 [or 59%] had listened to Howard Webb, Steve Bennett and Keith Hackett. Speakers of this calibre deserved and expected a good audience particularly if they had travelled a long distance to attend. Indeed the President of the RA had recently urged societies to co-operate more on arranging meetings so as to attract larger audiences. Also, the raffle income on such evenings was significantly higher. But we hadn't gained any new members from such invitations. However, the Society's profile had been sharpened by inviting over 1,100 referees, many of them young and some females. He intended doing the same next season if we could muster similarly attractive speakers.

The ARGUS continued to be the best independent Referees' magazine in the UK and he paid tribute to David Littler for his hard work over the years producing the famous "Yellow Peril." He thanked too, Pat Morrissey, Bart O'Toole, Errol Walker, Steve Redfern and others who provided the majority of the monthly copy. He appealed to all members to consider contributing something. There had been debate on the question of whether members wished to continue with the ARGUS in its present paper form or to save costs [the magazine represented almost 40% of total expenditure] by converting to an "E-ARGUS"? He invited members' comments.

GK continued by saying that members generally felt that the Society should continue with the paper form: it had become a Society trademark, fitted nicely into one's kitbag to read en route to a game. By contrast electronic information was generally forgotten once it had been read on the PC screen. But others lucidly argued that an E-ARGUS would signal that the Society was keeping up with the times. Younger members had expressed this view and a preference for an on-screen version. There were significant costs saving advantages too with the ARGUS currently costing 40% of our total expenditure. It was pointed out that the ARGUS does in fact appear on our web-site for those who prefer this. GK said he noted members preference for a paper ARGUS and this would remain the status quo until there was further compelling evidence to the contrary.

Several members said that it was too early to be debating moving away from the printed version towards an electronic version as that system was not yet successfully up and running to the point where members could access the information as easily in that form as they can now with the hard copy. This would require further development of the website and a fail-safe distribution system for the magazine by e-mail, whilst leaving members without ready access to the internet the option of having the printed version delivered. It might be possible to offer members lower subscriptions if opting for an e-mail version. Equally, if the number of printed versions required fell too low it might become unviable altogether.

GK said that although our current statement of accounts was unclear it was certain that we were living beyond our means. That said, the annual overspend was being easily met from the interest arising from our considerable investments. However, in the current uncertain financial climate



interest gained would decrease considerably over the next year or two years. Interest rates were currently at rock bottom levels. The Society's overall financial state was healthy but it needed careful watching and he was determined to exercise financial caution and prudence on all financial matters. Perhaps the situation would become clearer once the new Treasurer had looked through our books. In these circumstances it might have been prudent to announce an increase in the Society's subscriptions to help balance the books which would come into effect in April 2010. However, given that many members will be feel the economic pinch he felt the Society should be prepared to forgo this for 12 months. It would appear on the agenda at next year's AGM.

GK reminded members to buy tickets for the Society Annual Dinner and Presentation Evening in 8 days time, to let him have names if anyone wished to accept the Society's offer of free transport to and from Solihull to attend the RA Conference on 11 July [so far there were just two takers] and the Eve of Cup Final Rally at the Hotel Russell on 29 May. Finally, he stressed the importance of members renewing their membership promptly.

The Treasurer's Report was presented by Clive Last. The Auditor's comments were presented by Robert Hanison [Del Saunders was absent] who said the accounts for the FY 2008/09 needed further work before they could be audited. He was prepared to undertake this in the coming weeks. He was confident though that given time and patience he and the Treasurer would be able to resolve this issue. GK thanked RH for his contribution and Clive Last for his work over three years as Treasurer. He added that CL's job had not always been easy and the increase in the volume and quantity of our financial affairs called for a new pair of hands. GK moved that the accounts be accepted in their present form subject to auditing at a later date. He was confident that the accounts would be audited and accepted by the membership at an EGM later in the year. This was agreed.

There were no rule changes.

There were no motions.

Election of officers: GK reminded members that nominations for various Executive Committee positions had been published in the current ARGUS. There was one change in that Robert Hanison had withdrawn his candidacy for Vice-Chairman. John Cooke was content to continue as Vice-Chairman. Clive Last was standing down as Treasurer and Mike Naylor was willing to stand. In answer to a question from the floor, GK said Mike was a retired professional businessman and had impressed him with his approach to the position of Treasurer should he be accepted. They had already discussed ways of strengthening our financial protocols [our balances were of course higher than they had ever been and we were living in difficult financial times and these safeguards were sensible precautions.]

GK invited members present to agree to vote en bloc to accept the candidates as listed. Members agreed and the motion was carried unanimously.

The meeting closed at 2015.

*Gordon Kirby, Chairman*

### **APOLOGY**

*With Hon Secretary absent on other business there was no-one to take the record of the follow-up Society monthly meeting and the presentation by Dr Danny McConnell.*

### **EGM and Monthly Meeting, Thursday 8 October 2009**

**EGM:** GK [in chair] opened the meeting by welcoming members and guests adding that the evening



would open with a short EGM to consider the audited accounts for FY 2008/09. These had been accepted at the May 2009 AGM subject to auditors' scrutiny. He thanked LVP Robert Hanison for pulling the accounts together; he would present them and answer any questions. Following a short exchange GK asked for a proposer and seconder and following these the meeting voted unanimously to accept the accounts.

**ROUTINE BUSINESS followed the EGM**

*Gordon Kirby*

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## **MIKE RILEY at SURREY RA JOINT MEETING MARCH 2010 THE CHALLENGES AND REWARDS OF REFEREEING**

Mike began by suggesting that we are inclined to stress the challenges rather than the rewards, and he reminded us of the opportunities that exist for enjoyment at all levels of the game, and of the chances of progress to the higher echelons for the young, talented and ambitious match official.

Mark Clattenburg had reached the Premiership after a mere 10 years, Stuart Attwell after 7, and Michael Oliver is on the Football League after 5 years as a referee.

Mike quoted the advice of some of the world's top officials:

- The whistle, the cards, the Laws are one thing but managing the players is more important. *Urs Meir*
- You need to be a good communicator and to be positive in your body language. That way you can earn trust and credibility from the people around you. You have to be honest both with yourself and with other people, otherwise you don't improve. *Anders Frisk*

Mike developed this last point at length. Knowing we have made mistakes and admitting to them both to ourselves and to friends and advisers is crucial to progress. Being human, we all, of course, make mistakes which we must own up to. We then need to ask ourselves and others WHY we got something wrong in order to try to avoid the same mistakes in future.

Desire and determination are also essential to success. As Muhammed Ali says "The will must be stronger than the skill although the skill is necessary too".

Mike's wide variety of match play video clips illustrated both how difficult decision making can be, and also how the decisions made in the top games are so much more often right than wrong. This included assistants' offside judgements even when very fine distinctions were required. Mike thought, although the job required considerable man management skills, being 4th official was an easy task compared to lining, and provided an opportunity to learn from watching one's colleagues at work.

In reply to a question about Offensive, Insulting and Abusive Language, Mike said that he thought this was a much greater problem in local junior park football than in the Premiership, and that it was up to referees to be strong in dealing with it at that level.

*Jim de Rennes*





# THE REFEREES' ASSOCIATION

## 2010 Conference – 4 and 5 June Booking Form

When you have completed this form, please send it to:  
**The Referees' Association, 1 Westhill Road, Coundon, Coventry CV6 2AD**  
 Hotel bills are to be settled by members before leaving the hotel.

**MEMBER'S DETAILS**

*Name			
*Address			
*Postcode			
Please state your Association, Branch, Society *			
Contact telephone number(s)*	Daytime	Evening	Mobile
Email address			
If applicable, I am attending the <u>RAE AGM</u> and Conference as the RAE-sponsored delegate on behalf of ..... *County RA and I will sign in on the attendance sheet at the AGM to claim expenses.			
* This information <b>MUST</b> be completed			

**BOOKING FOR EVENTS**

		Cost per person	SELF	PARTNER	Total Cost
			Please ✓ below		
<b>Friday 4 June</b>	Entry ticket to the <b>RAE AGM</b> [RAE members only admitted]	No charge			
	Entry ticket to <b>Evening Buffet Reception and Presentation</b>	£20 each			
<b>Saturday 5 June</b>	Entry ticket to the <b>RA Conference</b> [Members No charge]	£10 each			
	<b>Conference Buffet Lunch</b>	£12 each			
	<b>Conference Gala Dinner</b> PLEASE PUT 'VEG' IN TICK-BOX FOR VEGETARIAN	£30 each			
	<b>Ladies' Visit to Halfpenny Green Vineyards and Merry Hill</b>	£15 each			

**Payment Method** Please circle your choice MasterCard / Visa / Maestro / Solo / Cheque £   
 Minimum payment via debit/credit cards is £15 Cheques should be made payable to "The Referees' Association"

**For credit and debit card payments** Please debit my account as below

Card number	Security Number (CV) 3 Digits	For all cards Expiry date	For Maestro and Solo cards only Valid from	Issue No

**SEATING FOR THE GALA DINNER. PLEASE USE BLOCK CAPITALS & INSERT FULL NAMES**

Tables for the dinner will seat a maximum of 10. Where guests wish to be seated together in a group, please help by submitting all those respective members' booking forms **stapled together** with one member acting as co-ordinator for that table of up to 10 guests. Please complete **just one** of the charts below on the batch of forms you are submitting for your group listing their names [up to a maximum of 10] to be seated together. Payments for groups can be made compositely or by individuals.

	Titles / First and Family Names		Titles / First and Family Names
1		6	
2		7	
3		8	
4		9	
5		10	

Members are urged to submit their booking form before 31 March



### Bookings for Accommodation at St Johns Conference Hotel

If you would like to stay in the headquarters Hotel, please complete the details below. Accommodation in this Hotel will be allocated on a first come / first served basis.

The special room rate for this Conference is **£82** per night for a single, twin or double room inclusive of hot and cold buffet breakfast. Parking is free for attendees at the RA Conference.

	Single	Twin	Double
Friday night			
Saturday night			

**All members will be responsible for settling their own bills for Hotel accommodation. Please do not send any money to Head Office, Coventry for Hotel accommodation.**

**Please note: Hotel bedrooms may not be available before 2.00 pm, in line with international hotel policies.**

#### Coming by plane or train?

If arriving at **Solihull** or **Birmingham International** stations (trains from London and Birmingham) or by **plane** at **Birmingham**, tick the box and we will tell you about our meet and greet arrangements

### Conference Programme

#### Friday 4<sup>th</sup> June RAE AGM

- 3.00 pm** AGM open to members only
- 4.30-5.30pm** Discussion session with the FA
- 5.30-7.00pm** RA Board – Update – discussion  
(This will replace the single Workshop)
- 7.30 pm** Reception with buffet at which the 2010 LMSA Awards will be presented by the President, David Elleray.  
Musical entertainment by Kerrie Weston

#### Saturday 5 June Ladies Day Trip

**9.30am-4.00pm** Ladies leave Hotel to visit Halfpenny Green Vineyards in Staffordshire. The trip will include a guided tour of the winery and wine tasting, followed by tea & coffee with delicious scones, jam & cream. The Vineyard has a craft centre with 12 different shops, wine shop, tea rooms, and delicatessen.

This will be followed by a couple of hours at the Merry Hill Shopping centre or a walk along the Dudley No 1 canal on the Waterfront – a cosmopolitan area overlooking the canal basin, before arriving back at the hotel for complimentary tea & coffee.

*Please note! Numbers are limited to 53 places*

#### Saturday 5th June (cont'd)

- Theme – Grassroots to World Cup**
- 9.30 am** Conference registration
- 10.00 am** Opening by the President David Elleray
- 10.10 am** World Cup Finals – The Referee's Perspective
- 10.50 am – noon** Workshop session 1
- 12.10 pm** Lunch may be pre-booked or members may make their own arrangements
- 1.40 pm** Members return to Conference – Benevolent Fund collection as members Return
- 1.45 pm** Law changes and Respect update – Neale Barry
- 2.15-3.20pm** Workshop session 2
- 3.30-4.35 pm** Workshop session 3
- 4.40 pm** Members return to Park Suite
- 4.50 pm** Keynote speaker
- 5.30 pm** Close of Conference

Please indicate your favoured preferences below putting a '1' against your highest preference to attend followed by a '2' against your second preference and so on. Every effort will be made to match your requests, if a session is over-subscribed, an alternative will be offered.

Session	Please mark your preferences 1 to 5 below	↓
<b>A</b> <a href="#">Free kick management</a>	<a href="#">How to control, manage and organise free kicks</a>	
<b>B</b> <a href="#">Selling your decisions</a>	<a href="#">Learn how to make your decisions more acceptable</a>	
<b>C</b> <a href="#">Good to Great</a>	<a href="#">What skills and attitudes do you need to make progress?</a>	
<b>D</b> <a href="#">Deal or no Deal</a>	<a href="#">Can you respond to different match situations?</a>	
<b>E</b> <a href="#">So you think it's all over or is it?</a>	<a href="#">The appeals process &amp; the well written report</a>	

#### The Conference Dinner on Saturday evening at 7.00 pm seated for 7.30 pm

A three-course dinner followed by coffee & dancing to **The Likely Lads** for members, their partners and Referees' Association guests. A vegetarian alternative will be available but **MUST** be pre-booked.

**Life Membership & Cup Final Award presentations will be made during dinner.**

The preferred dress is 'Black Tie', alternative Lounge Suit.



# WHY MEN ARE NEVER DEPRESSED

## *Men are just happier people –*

Your last name stays put.

The garage is all yours.

Wedding plans take care of themselves.

Chocolate is just another snack.

Car mechanics tell you the truth.

The world is your urinal.

You don't have to stop and think of which way to turn a nut on a bolt.

Same work, more pay.

Wrinkles add character.

People never stare at your chest when you're talking to them.

New shoes don't cut, blister or mangle your feet.

One mood all of the time.

Phone conversations are over in 30 seconds flat.

You know stuff about tanks and engines.

A five-day holiday requires only one suitcase.

You can open all your own jars.

You get extra credit for the slightest act of thoughtfulness.

Your underwear is £9.50 for a three-pack.

Three pairs of shoes are more than enough.

You never have strap problems in public.

You are unable to see wrinkles in your clothes.

Everything on your face stays its original colour.

The same hairstyle lasts for years, maybe decades.

You can play with toys all your life.

One wallet and one pair of shoes – one colour for all seasons.

You can wear shorts no matter how your legs look.

You can 'do' your nails with a pocket knife.

You can do Christmas shopping for 24 relatives on 24 December in 24 minutes.

***No wonder men are happier.***



# Chairman's Annual report

**Summary:** ARGUS best independent referee's magazine in UK and is read widely within amateur and senior football; Society being run along prudent and sound financial lines; full confidence in management of our financial affairs; attendance at meetings steady; 12 Society meetings with 12 good speakers; successful annual dinner forthcoming in May; ExCom team continues virtually unchanged for 2010/11; reasonably successful year with some disappointments; membership down need to cut back on expenses and increase revenues through increased recruitment.

**Detail:** ExCom members have worked hard throughout the year to ensure that members have had value for money by staging 12 Society meetings with good speakers [including the annual dinner] and producing 9 editions of ARGUS filled with information and interest. I am grateful to all ExCom members for their hard work in keeping the Society running as a successful concern. Meetings, minutes, agendas, attending AFA Council meetings, preaching at AFA referee training and recruitment courses, humping a large bag of kit to and from meetings, selling raffle tickets and just being there all takes time, effort and commitment. All of this is offered at no reward and some personal cost.

**Thank you:** I am grateful to all ExCom members but would like to single out Chris Evans who is stepping down having master-minded several extremely successful annual dinners. I am pleased that David Cunningham is filling the vacancy. For procedural reasons John Cooke is stepping down from the role of Vice-Chairman having completed his 5 year term. [A replacement is presently considering the implications of accepting the role.] John has combined his roles as vice-chairman and training officer with his heavy burdens at the AFA as Referee Development Officer. His unique position with the Society and the AFA office has helped continue the warm co-operation the Society enjoys with the Amateur Football Alliance. Others have worked hard too while balancing the demands of work, family and refereeing at a high level: Errol Walker as Society Secretary and County RA Secretary; Bart O'Toole as Chairman and stand-in secretary, Bart continues to provide me with support gained from his vast experience in running the Society; David Cunningham has been a reliable and constant jack-of-all-trades in stepping in whenever jobs need doing; Mike Hayden as IT Officer and Webmaster; Mike Naylor has been a real find and has brought a level of professionalism to the Society's finances; Frank O'Neil is unfortunately stepping down due to continuing ill-health; and last but not least Martyn Cannon who has loyally lugged his big black bag to endless meetings; Peter Georgiou although not seen as often as we would have liked will continue to operate as Assistant Training Officer.

A special mention must of course to David Littler, ARGUS editor for his hard-work and patience in publishing our trade-mark magazine. Thanks too to Pat Morrissey, Jim de Rennes and Steve Redfern who have written many worthy articles for ARGUS.

Additionally, I am grateful to all those who have at meetings sold raffle tickets, helped with putting out chairs, offered the vote of thanks and supported the Society throughout the year.

And I would be failing if I did not pay tribute to contributing of Bill Evans, Pat Morrissey, Robert Hanison, John Maskell and Pat MacGowan.



**Finances:** Society meetings are staged at considerable cost, £50 for the hire of the CSRC room plus guest speaker travel and hospitality costs amounting sometimes to £15. Total cost £60-70 with raffle ticket income of around £10-15. To offset this the 100 Club helps tremendously and hopefully members will take advantage of the new scheme next season and win bumper prizes. The RA Conference raffle will also add to our funds but it has been hard work getting you to sell just £5 worth of tickets each. That said we expect to raise around £160.

**Society Meetings:** Attendance at meetings has been solid if unspectacular with an average of 18 members at all meetings and a pleasing 17 attending the away from centre meetings [further endorsing the wisdom of this initiative.] Difficulties within PGMOL resulted in us being denied engaging a top level speaker last season with a resulting drop-off of numbers compared with last year. I am working hard in that direction for next season.

**ARGUS:** ARGUS continues to be the best independently published referees' magazine in the UK and the Society's touchstone. However, the yellow peril costs around 35% of our annual expenditure. We are looking closely at production costs, frequency of publication etc and you will have noticed that it arrives now by second class post. This will save money as will keeping in touch with our considerable list of friendly contacts via an electronic ARGUS.

**Membership Subscriptions:** Although members' subscriptions, raffles and the 100 Club contribute tremendously towards balancing our accounts the weakness in the equation is the contribution gained from members' membership fees. Of the £31 annual subscription [most of us actually pay the reduced amount of £29] £15 goes to the RAE leaving the Society with £14 per member. ARGUS costs £1.50 per copy per member including postage; therefore a full member receives £13.50 worth of ARGUS for his £14. In spite of the additional revenues and careful and prudent management of our financial affairs we are living beyond our means and this will be explained in detail by Mike Naylor at the AGM. This has financial implications for the Society; we can either cut costs further or increase revenues through greater subscriptions and by attracting more members. Attracting new members takes time and effort and is not without cost itself and despite serious efforts we have only been moderately successful.

Reluctantly therefore ExCom is proposing a motion at the AGM that our subscription should increase from £31 a year to £33 with effect from the 1 April 2011 and I hope you will agree to this. If agreed at the AGM this will be the first increase in fees since 2005.

**Conclusion:** I hope the foregoing has been of interest to members and has set out clearly what ExCom hopes to achieve in the forthcoming year. In summary: ARGUS will continue to publish regularly and contain interesting and absorbing articles of interest to referees; we will continue to hold 9 Society meetings a year [5 at Chadwick Street and 4 regionally]; we shall work hard in the close season to secure top-flight speakers for our meeting programme on 2010-11; Society evening raffles with good prizes; an excellent annual dinner each May with a good speaker and excellent raffle prizes; a 100 Club with enhanced prizes; we shall at all times work to protect your interests whenever you feel they have been damaged while refereeing; and finally concerted efforts will continue to be made to maintain the excellent relations we enjoy with the AFA, London FA and the other county FAs and of course The FA. Best wishes for the close season.

*Gordon Kirby, JP, Chairman*





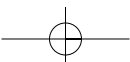
**Dear Wife/ Sweetheart/Girl Friend/ Partner/whomever it may concern,**

1. Between 11 June and 11 July 2010, you should read the sports section of the newspaper so that you are aware of what is going on regarding the World of Soccer, and that way you will be able to join in the conversations. If you fail to do this, then you will be looked at in a bad way, or you will be totally ignored. DO NOT complain about not receiving any attention.
2. During the World Cup, the television is mine, at all times, without any exceptions. If you even take a glimpse of the remote control, you will lose it (your eye).
3. If you have to pass by in front of the TV during a game, I don't mind, as long as you do it crawling on the floor and without distracting me.
4. During the games I will be blind, deaf and mute, unless I require a refill of my drink or something to eat. You are out of your mind if you expect me to listen to you, open the door, answer the telephone, or pick up the baby that just fell on the floor....It won't happen.
5. It would be a good idea for you to keep at least 2 six packs in the fridge at all times, as well as plenty of things to nibble on (excluding your body parts), and please do not make any funny faces to my friends when they come over to watch the games. In return, you will be allowed to use the TV between 12am and 6am, unless they replay a good game that I missed during the day.
6. Please, please, please!! If you see me upset because one of my teams is losing, DO NOT say "get over it, it's only a game", or "don't worry, they'll win next time". If you say these things, you will only make me angrier and I will love you less. Remember, you will never ever know more about football than me and your so called "words of encouragement" will only lead to a break up or divorce.
7. You are welcome to sit with me to watch one game and you can talk to me during halftime but only when the commercials are on, and only if the half time scores is pleasing me. In addition, please note I am saying "one" game; hence do not use the World Cup as a nice cheesy excuse to "spend time together".
8. The replays of the goals are very important. I don't care if I have seen them or I haven't seen them, I want to see them again, Many times.
9. Tell your friends NOT to have any babies, or any other child related parties or gatherings that requires my attendance because:
  - a) I will not go,
  - b) I will not go, and
  - c) I will not go.
10. But, if a friend of mine invites us to his house on a Sunday to watch a game, we will be there in a flash.
11. The daily World Cup highlights show on TV every night is just as important as the games themselves. Do not even think about saying "but you have already seen this...why don't you change the channel to something we can all watch?" because, the reply will be, "Refer to Rule #2 of this list".
12. And finally, please save your expressions such as "Thank God the World Cup is only every 4 years". I am immune to these words, because before and after this comes the Champions League, Premier League, Italian League, Spanish League, KPL, FA Cup, Euro Cup, etc.

P/S

By the way if you get stuck on the road call the Police or AA.

Thank you for your cooperation.



**AFA and London Society of Association Referees**

# **Annual Dinner & Presentation**

**Friday 21 May 2010**

**19.00 for 19.30**

**The Minster (Balls Brothers)  
Minster Pavement, Mincing Lane, London, EC3R 7PP**

**Guest Speaker**

## **Paul Taylor**

*Carrot & Coriander Soup*

*Prawn Cocktail with Roasted Red Pepper Dressing*

*Seasonal Melon*

---000---

*Roast Scottish Sirloin of Beef & Yorkshire Pudding*

*Cod Fillet with Herb Crust*

*Roasted Beef Tomato Stuffed with Braised Spring Vegetables*

---000---

*Bread & Butter Pudding Pudding*

*Deep Filled Bramley Apple Pie*

*Orange Crème Brûlée*

---000---

*Filter Coffee & Chocolates*

**£35**

**including wine & water on your table**

***To book please contact***

***Chris Evans 07817 713 038 or [chris@evans-uk.com](mailto:chris@evans-uk.com)***





*"FIFA Magazine pin-up will be attending the AFA & Lonsar Referees' Society dinner on Friday 21st May. Why not come along and join him?"*

I am pleased to announce that we have once again chosen the excellent Balls Brothers team to host our annual dinner. For those of you who may not have been to the Annual Dinner and Presentation evening in recent years it is an evening not to be missed. An excellent way to round off your season with good company and excellent food. The evening is mixed company if you wish to bring your wife, girlfriend or a guest to enjoy the evening with your friends and their partners. We are pleased to announce Paul Taylor as our guest speaker. Needing little introduction Paul is the most experienced National Group match official having joined the list in 1990. A Hertfordshire & former Isthmian League referee Paul lists the FA Sunday Cup Final, the League Two Playoff Final and Champions League match between Dynamo Kiev & Red Star Belgrade amongst his career highlights. Paul is an excellent speaker and you can be sure to be well entertained by his wit and repartee.

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## **AFA & LONDON SOCIETY OF ASSOCIATION REFEREES**

### **Minutes of Society Meeting held on 8th April 2010 at**

### **Civil Service Recreational Centre, Chadwick Street, London, SW1P 2EP**

1. Chairman Gordon Kirby welcomed members and referred to the article in the April edition of Argus proposing the abolition of Law 11 (the offside law). David Carney supported communication with the hockey authorities to confirm how they have found the effect of the abolition of that rule in their game. Bart O'Toole asked for clarification on Pat Morrissey's conclusions and advice to address the blindness all referees (and all people!) suffer from in his fascinating article about the blind spot in the eye (so that it really is true that all referees are blind!)
2. Gordon urged members to buy or sell their RA raffle tickets or return any spares to the next Society meeting. He welcomed the return of Mike Naylor from South Africa and explained how next year's '100 Club Plus' will operate with bonus payouts to those attending meetings if their share number is drawn. He urged members to attend the Annual Dinner on Friday 21st May. Mike Naylor asked members to speak to other referees on circuit and urge them to join and rejoin the Society. Membership forms can be downloaded from the Society website, or any Executive Committee member will help. Society members had attended the AFA Council. David Cunningham said the AFA Referees' Committee had recently determined the promotion



- applications and said that referee fees in AFA cup matches were likely to increase from £28 to £30. Pat McGowan said London FA referee fees in cup matches are already set at £30.
3. Gordon noticed an assistant in one of his games wearing a respect armband issued to him by London FA. David Cunningham said AFA Referees who have completed the respect training course will be issued with a band.
  4. Gordon encouraged members to attend several events:
    - the AFA Senior Cup final on Saturday 10th April at Norsemen FC between Winchmore Hill FC and Nottsborough FC
    - the RAE Eve-of-The-Final Rally on Friday 14th May
    - the RA Conference on 4-5th July at Solihull
- An account of John Busby's, guest speaker, presentation appears elsewhere in this issue.

*Bart O'Toole, President*

## Lectures at the Royal Institute

**[This is the Royal Institution, where science meets the world.]**

*... and now for something completely different!*

The Royal Institution is an independent charity dedicated to connecting people with the world of science. It's all about discovery, innovation, inspiration and imagination. But also an events space, a museum and a place to eat and drink. But it's more than that as well. They don't just talk about science - they also do it. Research has been part of the RI for 200 years, and the tradition continues today with cutting-edge work on nanotechnology and health science. The Royal Institution is a registered charity, no 227938.

The Royal Institute is an innovative organisation and on 8 and 10 June 2010 will stage two interesting lectures which will fascinate all interested in football and particularly in England's World Cup prospects. So why not come along? Tickets can be ordered on line [[www.rigb.org](http://www.rigb.org)] or by telephone [0207 409 2992]. The RI is at: 21 Albermarle Street, London, W15 4BS.

**Tuesday 8 June 2012 at 1900 to 2030**

**Prof Steve Haake will discuss:**

**"Boots and balls: the science behind the World Cup"**

The FIFA World Cup is second only to the Olympics for world-wide coverage. The hype surrounding the teams, players and even the ball can reach fever pitch before the tournament has seen the kick of the first ball. Quite often stories appear that the ball is lighter, swerves more or is the roundest ever and goalkeepers complain that the ball speeds up in the air. Toes get broken and ankles snapped, often with the new light-weight boots as the object to blame. So, what are the facts behind the science of boots and balls? This talk will look the physics of the game and will address the major issues likely to appear during South Africa 2010 using slow motion photography, fluid dynamics and interactive demonstrations. Tickets cost £8 standard, £6 concessions, £4 Ri Members. Make a night of it! Come for a cocktail or something delicious, modern and British to eat in the bar. 'Time & Space' at the Ri has the perfect atmosphere for a casual night out.



**Thursday 10 June 2010**  
**Prof Stefan Szymanski will discuss**  
**"Why England lose."**

On the eve of the 2010 World Cup, join Prof Stefan Szymanski as he uses economics and statistics to answer perennial questions that every football fan has asked: "Why do England lose?" "Why do Newcastle United always buy the wrong players?" "How could Nottingham Forest go from winning the European Cup to the depths of League One?" "Penalties - what are they good for?" Using material from his recent book, 'Why England lose', he will apply analytical tools to everyday football topics, revealing counterintuitive truths about football and explaining all manner of things about the game which newspapers just can't see. Prof Szymanski presents a new way of looking at football, beyond clichés about "The Magic of the FA Cup", "England's Shock Defeat" and "Newcastle's New South American Star" leaving you with a better understanding not just of football, but of how economists think and what they know.

**Tickets cost £8 standard, £6 concessions, £4 RI Members. Make a night of it! Come for a cocktail or something delicious, modern and British to eat in the bar. 'Time & Space' at the RI has the perfect atmosphere for a casual night. See you there!**

*Gordon*

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## ANYTHING GOES

The writer of this piece has been moved to put pen to paper having gleaned, from reliable sources, that it really does look as though coloured kit for Match Officials (à la the very top strata of this country's football will come to fruition, officially, for all levels of the game under the jurisdiction of the Football Association . . . sooner rather than later.

Many will welcome this "new look" departure without blinking an eyelid, but there are those who will defend an image tradition of a lifetime.

Cynically (maybe?), students of refereeing practice have seen the pressures brought about by zealous football kit manufacturers, jumping on to the bandwagon of Premiership clubs' gleeful penchant for "away kits" – which seemingly change at whim and, often, each season . . . or even during a season! – of, sometimes, outlandish design and hue.

This, naturally, does not go un-noticed by all and sundry from thereon down . . . and, thanks to sponsorship, even clubs' in the game's lowest tier succumb to the need to copy "their heroes"!

Consequently, during recent seasons there has been a gradual influx of teams' supporting very dark playing outfits – deep blue and black striped shirts, black shorts being especially popular – often, in gloomy weather causing the referee to be hardly, readily, distinguishable!

Leagues and Competitions, in my experience, pay scant attention to their own



Rules (these, in turn, are albeit from a National template of text) which tend to forbid member clubs appearing in “black or very dark shirts”. I have found, sadly, that it has become a waste of time reporting, any more, clubs who appear in very dark shirts – Competitions seem to fairly condone these violations.

So now that playing kit producers have got their way it will, fairly obviously, not be long before the Football Association will break with tradition established almost nine decades ago when neutral, black, uniforms became the norm for Match Arbiters.

As in military service a uniform evokes discipline, as it does in school uniform and police uniform etc., etc. Oh, and in football refereeing, too!

One now foresees even larger kitbags for Match Officials, containing a veritable “wardrobe” of coloured shirts and, in time, probably even shorts?

Referees will, very soon, become a motley crew as, for sure, manufacturers will offer an even wider range of hues for one’s every need . . . to avoid clashing with the escalating range of colours and designs for outfield players.

And then there are bound to be all sorts of “cool” colours for goalkeepers (see David James) . . . yet more clash avoidance necessary. What fun!

The writer is old fashioned enough (oh, so you’ve guessed!) to still believe that the referee should be hardly noticed, so as to best benefit matches, but what chance has the official of escaping notice clad in, say, a lemon shirt and, say, cerise shorts . . . because that is what referees will fall pray to via television and suppliers glossy/enticing literature.

The words “cissie” and “pansy” come to mind! But there, there are now archaic words so . . . *anything goes!*

Almost needless to add, along with this new freedom of expression for officials will come the adornment of sponsors names plastered prominently. In a word: Ugh!

Having said my piece, I was appaled recently when my parent County F.A. – supposed upholders of tradition, respect and discipline – actually included a petition form, to The Football Association, within the County’s periodical newsletter to all in membership, inviting one’s signature in support of lifting this particular “colour-bar”.

Not that it will matter one jot, to anyone else, but that petition “persuasion” (under the cloak of Officialdom too) lost a great deal of my veneration for the “establishment” . . . at the, proverbial, stroke!

This whole matter is virtually a “done deed” it seems to me, especially when County F.A.s “rubber-stamp” their approval in such a high-handed manner, in this form of a prelude.

I foresee a good chance of being reprimanded for criticising my County F.A. in this way – but, as it seems that “*anything goes*” I am proud to react by defending such an established (black/white kit only) tradition . . . with one’s head held high!

“Funny old game”, so . . . “PLAY-ON”!

***A veteran whistler named Phil Newman***



## REFEREES' TALKBACK

Ever wanted to talk through an incident with another referee after a game but found no other colleagues available? A number of highly-experienced referees within the Society invariably return to their club houses on Saturday evenings and will be pleased to meet and greet you. If you're in their area, just call in after about 6.00 p.m. This scheme provides a network of AFA club locations around London where referees can expect a warm reception and a friendly chat after receiving club hospitality. The following clubs are currently available:

### **NORTH**

Latymer Old Boys  
Botany Bay Cricket Club  
East Lodge Lane  
Enfield  
Middlesex

Tel: 020 8363 4482

#### *Referees:*

Trevor Syms, Ian Kerr  
Tony Hemmings,  
John Cooke, John Faithfull,

### **NORTH**

Old Finchleians  
Southover  
Woodside Park  
Finchley  
London N12

Tel: 020 8445 7406

#### *Referees:*

Robert Hanison  
Society Friend:  
Danny McConnell

### **SOUTH WEST**

Old Salesians FC  
Salesian College Playing Fields  
Old School Lane  
Ewell West  
Surrey

Tel: 020 8393 9820

#### *Referees:*

Pat Morrissey, Peter Kosciolk  
Peter Georgiou, Brian Mallins  
Phil Cook, Treavor Weaver  
Stephen O'Sullivan, Chris Phillips  
Bart O'Toole

### **NORTH EAST**

Old Parkonians, Oakfield Playing Fields, Forest Road, Fairlop, Ilford, Essex IG6 3HD  
*Referees:* Bill Taylor, Peter Robbins, Clive Last, John Dixon

### **West**

Polytechnic FC, Chiswick Sports Centre, Cavendish Road, Chiswick, London W4 3UJ  
*Referees:* John Keane, Terry Hillier, Gordon Kirby

Can you add your club's name to the list? If so call Gordon Kirby 020 8995 7529.

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# Affiliation to the Referees' Association

## Why the AFA and Lonsar should leave the RA

### Cost savings

The Society has 144 full members for which we pay the Referees' Association £2,160. Of our £29 subscription, £15 goes to the RA and the balance of £14 funds our good magazine Argus and monthly meetings. But what do we get in return, and is it good value? The shortfall the Society annual income and expenditure account is about £1000, so retaining over £2,000 in the Society would eliminate this and allow subscriptions to be significantly reduced. We would all still be members of FAMOA and eligible for its points system, so why do we still need to remain in the RA?

### The RA Board

None of the Premiership Referees sit on the RA Board, which is a group of older ex-level 3 and 4 men running the RA at a high cost. They spend large amounts on travel and hotel accommodation for meetings. Only one of them is an active referee, and it might be asked whether the others are still in touch with referees and refereeing. Many of them hold paid or unpaid County FA offices – they are not independent from the FA or County FAs and can't or won't challenge the FA to protect members' interests.

### RA Communications and events

The RA doesn't communicate with ordinary members and we don't really know what it does unless we attend an RA event like the Conference or the Eve-of-the-Final Rally – which are expensive, time consuming and of limited value. The RA has little presence on Refereeing Magazine which is published by the FA.

### RA Administration

Our Secretary has to complete too much form filling for the RA on members' names their referee levels and e-mail addresses, contact details of our principal officers and feedback questionnaires and correspondence from the RA head office. Why can't they pre-populate their membership forms with information we provided in the previous year. We still have to pay RA fees by cheque – why not use BACS payments?

### RA Insurance, website and the quiz

The RA theft and accident insurance at matches is full of exclusion clauses to restrict claims. Most claims are refused leaving members to look to their other cover such as household or car insurance. The kit supplies available from RA shop are available to referees without joining the RA and there is no additional discount as compared with non-members. You can visit the RA website whether or not you are in membership. They hold an annual quiz, but travel costs are expensive, they are time consuming and of little interest to members.



## Support and Representation

The RA now had a seat on the FA Council as well as the FA Referees' Committee, but what does it achieve, and at what cost? Nothing seems to be published about debates on refereeing issues where our interests are at stake, so we don't really know whether they are fighting our causes. They seem to operate behind the scenes, rubbing shoulders with others in the corridors of football power rather than challenging FA policies. The RA says it supports members when assaulted or charged, but we already have retired diplomats, business executives and lawyers on our Society Committee who provide that, so why use the RA? The RA has a benevolent fund, but do any of us ever need that? The RA awards for 20 years' or 40 years' service and 50 year's membership are hardly a priority and through Lonsar we already have their Society Centenary Award.

### Society Benefits

Our main benefits are provided locally through the Society membership, especially Argus Magazine, still the best in the country we are told, monthly meetings and representation on the AFA Council. The RA seems remote and membership adds little value to what the Society provides.

### Alternative Arrangements?

Without severing all links with the RA, two options could be considered:

**Option 1** – Offer members the choice of joining the RA. The default position would be non-RA membership – so members would opt in if they wished to join and would pay an extra £15 on their subscription.

**Option 2** – Register only 10 or so Executive Committee members as RA members. This maintains the Society's link with the RA at an executive level.

These options are not mutually exclusive: we could adopt a combination of the two. The Society's RA membership would be reduced but it would not diminish our standing with the RA as Society membership would remain at around 150.

# Why the AFA and Lonsar should stay in the RA

## A Response from Bart O'Toole RA Board Member, Society President

Some good points are made in the previous argument, but to disaffiliate from the RA at this time would be a huge mistake. And here's why – addressing the points in the same order.

### Cost savings

By affiliating to the RA the Society supports it as the only body representing referees at the FA. The vitally important role would cease to exist if Societies did not come together through their



affiliation to the RA. The RA organises the many other member benefits which cannot be offered locally. Of the £15 (likely to increase to £16 at this year's AGM) £4 for each member's pays for their theft and personal accident insurance cover, which could not be organised by Societies at such a low cost.

### **The RA Board**

The average age of the 9 RA Board members is about 57. All have immense experience of refereeing and service in local Societies. Most non-active members are active assessors and serving Society officers. They understand refereeing and Society issues as well as RA members anywhere. Premiership referees would be welcome as Board members but none have so far stood for election. The Board appointed as President one of the best Premiership referees of modern times in David Elleray, and his input into and influence on the Association has been immense and profound.

Meeting costs are not small, but they are far less than they were until 2004 when the RA was run by a Council of about 15 members. No payments or honoraria are made to Board or other RA members. Savings are made where possible, such as by Conference calls and meeting at head office or other locations where there is no hire charge. The Treasurer Richard Blackman closely scrutinises every expense claim and has refused some (including some of mine when submitted very late!) Not all Board members in fact hold County FA positions and there is a difference between sitting as a volunteer on and County FA Council or Referees' Committee – where Board members can have influence for the benefit of referees, and holding paid offices. My assessment of the policies of the one Board member who is a paid County Referee Development Officer is that he understands the need to wear a separate hat when conducting RA business. Most Board members work terrifically hard, offering hundreds if not thousands of hours in good quality voluntary service to the RA. Much more of the finance and administrative work should be undertaken by full-time staff at head office, but that depends on improving the numbers of members to generate funds to pay the salaries.

### **RA Communications and events**

The cost of the RA mail-shotting all members would be prohibitive. The Board hopes soon to start sending periodic e-mail newsletters to all members and already publishes an e-newsletter 'News Digest' to Society Secretaries. That can be forwarded to members, placed on Society websites or printed in Society magazines. The RA Conference is free to members who pay only for their own travel, food and accommodation. The Eve-of-the-Final Rally costs £12. Both events are heavily subsidised by the FA, PGMO and other sponsors, keeping the costs far lower than they would otherwise be. The RA General Secretary has good relations with the sponsors which helps sustain the sponsorship. One of the first acts of the Board in 2004 was to transform Conference (lead by David Elleray) from an uninteresting debate on motions and rule changes to a genuine training and development day of real value to younger members and developing referees. The RA would benefit from greater presence in Refereeing Magazine, but the FA, which funds the magazine, cannot be fairly criticised for insisting on quality control of articles. There should perhaps be more advertising of RA events in advance in the magazine.



## RA Administration

The Board is currently looking to pre-populate membership forms and encourage payment by BACS - which is already allowed. It is not unreasonable to request annual updates on the contact details of our principal officers and feedback on the Association in questionnaires. If they did not do so members might complain that they were out of date in their communications and did not care about the wishes and feelings of members in affiliated Societies.

## RA Insurance, website and the quiz

The RA theft and accident group insurance costs just £4; at that price there are inevitably exclusion clauses restricting claims, but a genuine claim covered by the policy will be met. Roughly 80% of premiums are paid out in claims, a higher than usual proportion. Kit supplies available from RA shop and its website are also sold to non-members, but our Society is in fact allowed a 10% discount on purchases and the Supplies Officer should pass that on directly to members. RA supplies are actually the best value on the market and County FAs are increasingly turning to the RA to provide their supplies for new qualifiers.

The RA website must remain accessible to non-members but if Societies stopped affiliating there would be no website. The viability of the annual quiz is under review: the Board would welcome members' thoughts and ideas on how to generate greater participation by members.

## Support and Representation

The RA seat on the FA Council might never have been gained had the Board not invited David Elleray to serve as RA President, because as an FA Council member in his own right, it was principally his argument which persuaded the FA Council to allow us that seat. By having a voice on the Council we are better able to communicate directly with FA staff and officers, and in a much stronger position to wield influence than we were previously, by raising issues on the FA Referees' Committee, FA Council and rubbing shoulders with the main decision makers at the FA. 'Rubbing shoulders', more kindly known as 'networking' is a perfectly legitimate way of engaging support for RA and refereeing' causes. It must of course never be at the expense of members' interests, so a watchful eye is needed to ensure that is always maintained. Confrontation is not the only way of achieving what you seek in politics.

We have also been better able to contribute to the newly created partnership between the FA Refereeing department and the RA, known as RA-FA, which will bring many new benefits to referees, encourage all registered referees to take up Society membership and, most important of all and unlike FAMOA, identify the RA as the only members' organisation representing referees at the national level.

The cost to the association of having representation on the FA is little more than the costs of telephone calls and correspondence from head office because the FA funds all necessary expenses of its Council members attending FA events and engaging in FA business.

The RA does, when called upon, advise and support members when assaulted or disciplined. The skills and talent available on our Society makes it only rarely necessary to call on the RA, but it may not always be that way, and even now the RA can sometimes offer advice on matters which we do not have the time or expertise to provide.

Any of our members might at any time ask for help from the RA benevolent fund. I believe a



total of up to about £8,000 has been paid out in some years. As regards RA service awards, we need only glance at the rear of Argus to see just how many Society members have been recipients. Whilst it is not our priority, these are greatly valued by the recipients and provide rare opportunities for us to publically recognise their service and thereby encourage others to continue to serve.

### **Society Benefits**

For most members, month-to-month contact is not with the RA but with the Society through Argus and Society meetings, but the RA provides many other valuable benefits referred to above. The RA does need to become less remote. I believe it can be with the creation of RA-FA, e-mailing members with an occasional newsletter and seeking ongoing enhancement of RA member benefits. Of those I would most like the Board to seek to persuade the football authorities to allow for all active, registered referees free admission to all football matches below Premier League level, subject to availability.

### **Alternative Arrangements?**

The suggested alternatives are simply not permitted under RA rule 6(c): "ABSs shall affiliate to the Association by maintaining rules which ... require all registered referees within their membership to subscribe through them to the Association. . ."

The only real alternative is to disaffiliate and leave the RA. For the reasons set out above, we should not take that step.

*Bart O'Toole*

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# **REFEREEING AND THE KAMA SUTRA**

**Jim de Rennes' account of**

## **David Crick's workshop at Kingston RS**

David began by inviting his audience to suggest ways in which the ancient Hindu text could be relevant to refereeing. Many suggestions were made, most of them unrepeatable! It was agreed that POSITIONING, PENETRATION and FLEXIBILITY are definitely crucial elements for success in both fields of activity!

POSITIONING at dead ball situations and in open play was discussed at length. In both cases it is important to try to create an appropriate angle for viewing situations.

For example, a position at right angles to the players in the dropping zone at goal kicks is less satisfactory than one of 35/45 degrees, from which any misuse of the elbows can be clearly seen.

At a corner, a position around the D is preferable to one on the goal line, even when working with club assistants, because there are nearly always offences to be observed at, or even before, the delivery of the ball. David gave it as his opinion that



"You will find a foul at every single corner". The award of a defensive free kick at the first corner of the game goes a long way towards dealing with the problem.

Although PENETRATION into the corners of the field is sometimes important, it isn't always necessary to go wide or deep. In fact a game could be perfectly well managed by remaining in the central strip between the two penalty areas.

FLEXIBILITY in "managing the manageable" within the framework of the LfA is important to success, always remembering to be *proactive*, and to be *pleasant* but also *insistent*.

The session concluded with the most impossibly challenging Diamond Nine imaginable. In what order of importance for the referee to deal with would **you** put the following?

1. Manager shouts abuse from the touchline
2. Player confronts Assistant aggressively
3. Player adjusts shinguards while being cautioned
4. Several players confront each other after challenge on keeper
5. Player claps the referee sarcastically
6. Referee makes a clear error in Law
7. Referee lacks mobility and misses incidents
8. Referee fails to penalise consistently during a match
9. Referee is surrounded by protesting players.

