



INTERNATIONAL SKI INSTRUCTORS ASSOCIATION
INTERNATIONALER SKILEHRERVERBAND
ASSOCIATION INTERNATIONALE DES MONITEURS DE SKI

Minutes

Steering Committee Meeting 03/2012

on 22 August 2012

Zurich – Airport – Switzerland

Hotel Park Inn by Radisson



Present

President:	Riet Campell
Vice President Europe:	Vittorio Caffi
Vice President Pacific Region:	Yuichi Mabuchi
Interpreter:	Eiichi Kodama
Treasurer:	Jiri Kotaska
Advisor:	Valentin Kiedaisch
Advisor:	Dave Renouf
Advisor:	Richard Walter
General Secretary:	Hugo Reider
ISIA back office:	Mireille Zeiter

Apologies:

Vice President America:	Martin Bacer
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Absent:

Advisor:	Gilles Chabert
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The meeting began at 9 a.m. on 22 August 2012 and took place in Hotel Park Inn by Radisson in Zurich Airport, Flughofstrasse 75

Regarding the AGENDA of the meeting:

The agenda had been sent to all steering committee members well before the meeting and there were no further motions so it was considered approved.

1. Welcome

The President opened the meeting and greeted all participants, thanking them for coming, especially the Vice President Asia, Yuichi Mabuchi, and Eiichi Kodama. Martin Bacer, Vice President America, had sent his apologies as it is the peak season in South America at the moment and he cannot spend a week away from his ski school.

There had been no message from Gilles Chabert, and Valentin Kiedaisch said he would be late due to traffic problems.

At this point, Richard Walter added that Gilles Chabert would not come to the meetings until the problem of the General Secretary had been resolved.

Mireille Zeiter from the Swiss Snowsports office also took part in the meeting as she will be taking over the responsibilities of Helga Oles.

The aims of this meeting were:

- 1) To constitute the steering committee



- 2) To appoint the commissions
- 3) To prepare a working plan for the next 2 years
- 4) ISIA World Championship in Bulgaria

2. Information exchange

President Campell expressed his regret over the delay to this meeting as this was the first meeting since the delegates' meeting in Krakow. However, several steering committee members had not had time beforehand due to holidays or hunting trips.

The news was sent to the members immediately after the delegates' meeting as information. There had also been several meetings between the Vice President Caffi and the General Secretary.

A rough programme for the Interski event had been drawn up. ISIA has a strong position in Interski. The ISIA President's report has unfortunately been misunderstood by some people.

I said that "The Interski St.Anton had not been very productive!", but this has nothing to do with St.Anton, but with the content of the Interski event. No criticism was intended of the organisation, that worked perfectly, but rather it was the "output" of the congress that was lacking.

Things will definitely be different in Argentina, this is a different world and a different environment. But it is up to us to organise Interski in a way which is productive for both ourselves and our members.

There was a meeting with AMSI President Maurizio Bonelli in Meran. AMSI is disappointed that they don't have a representative on the steering committee. An enquiry has been made to see how AMSI can be integrated into the ISIA. However, more on that under item 3).

Vice President Asia, Yuichi Mabuchi, thanked everyone who had sent their condolences on the death of Prince Tomohito Mikasa: Prince Mikasa had been Honorary President of SIA since 1983. Japan has lost a great man. Princess Akiko is to be his successor in this function at SIA.

The great catastrophe at Fukushima is still having an effect. There are very few tourists! Everyone hopes that things will improve and that there will be a lot of snow. Both Japanese associations, SIA and SAJ, are working well together on the Interski Congress, the preparations for the Interski in Argentina have already begun.

Vice President Europe, Vittorio Caffi: The DM in Krakow sent a strong signal confirming the work carried out by the steering committee.

There was and still is good communication between the associations. Most of the associations feel that the inspections are a positive thing and they are striving to achieve the ISIA card. And they have great expectations of these efforts. Many want to contribute towards achieving the set goals. One of the commissions' tasks will be to work towards this. The ISIA stands for solid training of professional ski instructors and membership of the ISIA denotes quality.



Dave Renouf: BASI is currently working on comparing, classifying and categorising a ranking of ski instructor training courses against other professional training programmes so that ski instructor training can be recognised.

The highest level of ski instructor training will be classified as the Master title, as a sports instructor. This recognition is being made in accordance with the EQF (European Qualification Framework).

Valentin Kiedaisch: The DSLV decided 2 years ago to issue its own instruction material integrating both telemark and new school techniques. We as professional ski instructors have somewhat higher aspirations and we wanted to give our members a solid foundation. We managed to have the instruction material printed at our own cost. This, however, led to conflict with the DSV as we now no longer use the joint material issued for all ski instructing associations by Interski Germany. However, Interski Germany has now given permission for every association to write and print its own material if they want to.

In Argentina, DSLV and DSV will both be present as Interski Germany (together with the other associations as well).

As far as freeriding is concerned, we can now offer a 35-day "Freeride guide" training for state-certified ski instructors which will be carried out together with the mountain guides.

For the off-piste area, there are massive differences in the quality of the various training courses and the legislation of the various countries concerned reveals loopholes in this respect. There are also no binding international regulations.

Richard Walter: I am rather confused about how ski sport is developing. Ski instructors cannot be dictated to by mountain guides on matters of how to carry out ski guide training. Austria is taking exactly the opposite path! In our country, the ski instructors have the say. We have completely separated our ski instructor training from that of the mountain guides. As ski instructors, we have different needs, we need skiers and not climbers.

We have our own ski guide training. Our ski guide is responsible for freeriding, off-piste also with ridge traverses up to a second grade of difficulty.

The ski instructor wants to get to a certain place to ski down from and the mountain guide wants to get to the summit.

Jiri Kotaska: We are also in the process of compiling new training books and a new DVD. Freeriding is also increasingly in demand in our country and we have lengthened our training courses. We currently have 26 different training courses in our programme.

Richard Walter: Austria, France and Italy will not be going down the path of the ISIA card! We will not be using it, we have the European professional card.



Riet Campell: What can we do to make sure snow sports don't die out?
Example of Switzerland: last winter there was a 16% drop in skier days.
"Skier days" are first entries. That is a cause for concern.

Let us consider what we can do to promote snow sports and make them affordable.

3. Organisation of Steering Committee (General Secretary – Commissions)

We have a motion from the ÖSSV, requesting that one of Richard Walter's colleagues, Christian Abenthung, take part in the steering committee meetings.

This motion will be dealt with at the end of the meeting.

General Secretary:

President Campell proposed Hugo Reider again as General Secretary. He explained that he had now worked well with him for 13 years and that he would like to continue this cooperation in the coming term of office.

Richard Walter: I am here today also as a representative of France and Italy. I cannot imagine Hugo Reider remaining as General Secretary. Neither can France and Italy. Hugo has written letters which contain personal attacks against me. Italy as the largest association in the ISIA demands that another Italian should take on this job. France, Austria and Italy will not be able to establish a constructive working relationship with Hugo Reider as General Secretary. What happened with Björn Zeitz and Hugo Reider in the ISIA is no longer acceptable. Our letters were always businesslike, but the others and those written by Hugo were not.

Riet Campell: All correspondence from the GS was approved by the steering committee! Furthermore: I have spoken to Bonelli, AMSI has laid claim to be integrated into this committee.

Vittorio Caffi: There is no point in changing the General Secretary now. When the GS signs letters, these are not from him personally but from the steering committee. The members expect that the work continues as before.

Jiri Kotaska: I have the feeling that this subject is too political. The ISIA President has always chosen his General Secretary himself, that is what the bylaws say and that is how it should remain.

Yuichi Mabuchi: According to the bylaws, the President appoints the GS. Hugo is the right man for the next 4 years. A new GS would first have to learn the ropes.

Dave Renouf: It is quite clear in the bylaws, that the President makes the proposal. The steering committee either agrees with this proposal or opposes it. In Krakow, we decided to work together again as a family. Hugo



has worked well for many years and is competent.

France and Italy have construed Hugo's letters as personal letters. However, you have explained that these letters come from the steering committee and not the General Secretary personally. So this will have to be communicated to the others, too.

Valentin Kiedaisch: I am new here in this committee. However, it is clear to me that Riet has been re-elected by the present line-up. I am also in favour of this.

In future, we will have to make an effort to work together and not against each other.

Resolution 1-3/12:

With one vote against (Richard Walter), Hugo Reider, the General Secretary proposed by the President, was confirmed in office.

Riet Campell thanked the steering committee and said he was convinced that he would continue to work well with Hugo over the coming years. He suggests holding the next steering committee meeting in Italy so that a dialogue with the AMSI can take place.

Richard Walter, who is flying to Milan after this meeting to meet with the AMSI and Gilles Chabert, is requested to give this information to the AMSI President and to prepare the meeting if the AMSI is in agreement. He will then inform the ISIA President of the outcome of the discussions.

Commissions:

There have been three commissions in the ISIA so far: the Technical Commission, the Legal Commission and the Marketing Commission. The President proposes keeping these commissions. The 3 Vice Presidents preside over these commissions.

Richard Walter: These commissions are not necessary. For example, the Legal Commission has developed a certain autonomy. All decisions should be taken by the steering committee. Then there is no risk of them again developing a momentum of their own. Neither should any compensation be paid.

Vittorio Caffi: The commissions arose from the ISIA's activities and they have also worked well. Steering committee members were represented in every commission, in some of them there were only steering committee members present (e.g. Legal Commission) and a commission has never made a decision by itself. All decisions were made by the steering committee.

Valentin Kiedaisch: If there is no work to be done, there is no need for any commissions. With the commissions we run the risk of there being too many members because every association would like to send a representative to the commission it is interested in. The work must be transparent at any rate



and there should be no commissions without a steering committee member present. We as steering committee members must also actively contribute to all areas of the association's work. And the steering committee alone must take all decisions, of course. Perhaps it would be better to work on projects as required which are headed up by the particular Vice President.

The President summarised the comments and concluded that the majority seemed not to be in favour of setting up any fixed commissions at the moment. The particular responsibilities should be passed on to the Vice Presidents.

Resolution 2-3/12:

The steering committee decided not to put any commissions in place at the current time. The previous responsibilities of the Technical, Legal and Marketing Commissions will be passed on to the 3 Vice Presidents, each of whom will assume them for their territorial area. The Vice Presidents will select staff and specialists for individual projects, also from outside the steering committee. Every decision will be made in the steering committee. (unanimous)

The President suggested bringing Item 6 forward as it made more sense to deal with it now in this connection.

6. Working programme 2012-2014

Riet Campell: There are especially the 7 points contributed by Gilles Chabert for a new ISIA, which he presented and announced as his election manifesto at the DM in Krakow and we will be happy to take them on, in as far as they are not already covered by our programmes.

Gilles Chabert's programme:

Return to unity and basic values of the ISIA:

1. Promoting a real advancement of snow sports and snow sport instruction through the presence of the ISIA at strategic major events (e.g. ISPO Munich, major public trade fairs, Ski World Cup, World Snow Day, etc.).
2. Positioning the ISIA as an essential player in the field of snow sports and winter tourism (approach world tourism organisations, the FIS, the IOC, etc.).
3. Understanding the expectations of certain course groups and developing the best solutions for snow sports instruction (e.g. young adults, senior citizens, disabled, etc.).
4. Increased dialogue and exchange of experiences to improve safety (rules of conduct, wearing helmet, etc.) to contribute actively towards risk prevention.



5. Further developing our activities with an emphasis on sustainability. Putting together all the measures already introduced by all the member associations in a booklet of tried and tested practices.
6. Increased level of awareness of the ISIA through the development of a website accessible by Smartphone and Tablet with information and services for both ski instruction specialists and the general public.
7. Upgrading the ISIA stamp as a genuine symbol of belonging to a big family of professional ski instructors.

Resolution 3-3/12:

The steering committee voted unanimously to include the items presented by Gilles Chabert in the working programme of the ISIA for the next 4 years. Further projects to be included in the working programme for the next 4 years are to be:

- Revision of the bylaws
- ISIA World Championship
- Cooperation with Interski
- ISIA database
- ISIA card and stamp (minimum standard)

We must think about how the work should be divided up, whether each steering committee member should be responsible for one project or whether the responsibilities already decided upon should remain with the Vice Presidents, who could then delegate them further in individual cases.

Yuichi Mabuchi: I have now been on this steering committee for 9 years and it has always worked very well so far. I think we should keep the commissions. Every organisation has a structure, if you want to work well, the structure must function properly. We have 39 member countries and we need to work in the commissions if we want to continue cooperating effectively.

Dave Renouf: We need to offer as much transparency as possible. The project planning must be accessible, the members must know what we are doing on the steering committee.

There are one-off projects and projects which return on a regular basis. A report on the progress of the projects should be published on the website once a month.

Legal problems and changes to the bylaws are the job of the steering committee only.

Resolution 4-3/12:

After lengthy discussions, the steering committee voted unanimously to approve the following working programme for the first half of the period of



office from 2012- 2014:

WORKING PROGRAMME FOR ISIA 2012 – 2014

	PROJECT	RESPONSIBLE	GOAL – Due dates
1	ISIA card – ISIA stamp Minimum standard: - Project continuation	Vittorio together with technicians and specialists	Training comparison Inspections
2	Database: Extension	Vittorio Mario Fabretto - Conecta	DM 2016: the votes according to the database should count; goal: by 2014 – 25 countries by 2016 – all countries
3	ISIA World Championship in INTERSKI	Riet	Motion for next Interski meeting
4	ISIA World Championship Bulgaria 2013	<u>Administrative:</u> GS + Mireille: invitation to tender, reply by end September, deposit € 1,000.00 <u>Technical content:</u> Rules of procedure – Riet, Vittorio	Immediately
5	Revision of bylaws: elections/votes	Steering committee working group, line-up will be decided at next meeting	19/10/2012
6	Gilles Chabert's programme - DM Krakow	Gilles (vacant until 19/10)	
7	Project for Social Media	Valentin: Rough concept by 19/10/2012	Secure page on Facebook
8	Website:	Steering committee Requests: in writing by 19/10/ to Mireille Zeiter	Submit requests; changes, additions, intranet
9	ISIA domain: Revision of IP address	Mireille	Buy free domain names: budget CHF 1,000.00
10	C.I. marketing:	Dave	Business cards, posters, stickers, etc.; press packs (facts & figures)
11	Steering committee - uniform	Riet: Vittorio – VIST Eiichi - Onyone	Uniform appearance Deadline 19/10/2012
12	ÖITAF - Contact	Riet	19/10/2012

	International Organisation for Transportation by Rope		Recognition of ISIA stamps for discounts on transport
13	ISIA finances	Steering committee	Analysis Increased contributions !?!
14	Technical event	Vittorio, Eiichi	Deadline 19/10/2012 Planning for the next few years - dates
15	ISPO - Munich	Valentin – DSLV; continuation with Riet and Hugo	
16	Additional matters: will be discussed on 19/10/2012		

Resolution 5-3/12:

To provide as much transparency as possible with regard to the steering committee's activities, the minutes of meetings should be accessible to members via the ISIA website. A progress report should be written on the work carried out every month.

4. ISIA World Championship 2013, Pamporovo – Bulgaria

After Andorra had withdrawn its offer, Bulgaria agreed at short notice to organise the World Championship in Pamporovo. The dates had originally been fixed for 25 to 29 January 2013. However, problems arose as these dates would have clashed with a European Cup. We will therefore have to find a new time acceptable for all. We also need to make a final decision on the disciplines.

The costs for participation amount to approx. € 1,000.00 per person: between € 500.00 – 600.00 for the stay and approx. € 250.00 – 300.00 for the flight. That is unfortunately rather expensive.

Resolution 6-3/12:

The ISIA World Championship in Pamporovo – Bulgaria will be held from 27 to 31 January 2013: Sunday 27: arrival, Monday 28: training, Tuesday 29: giant slalom and slope & style (freestyle), Wednesday 30: formation (with 6 skiers) and parallel GS (for skiers and snowboarders) - with qualification, Thursday 31: departure.

This will be communicated to all member associations. Registration requested for all participants by end of September with deposit payment of € 1,000.00.

The minimum of member associations taking part remains 15. (unanimous)



Resolution 7-3/12:

ISIA will file an application with Interski requesting to hold the ISIA World Championship during the Interski Congress in future. (unanimous)

5. ISPO Munich

Valentin Kiedaisch explained on this point that the DSLV President Wolfgang Pohl has very good contacts with those responsible at the ISPO and a first meeting had already taken place, at which the 5 members of ISPO's top management were present.

Valentin Kiedaisch gave a PowerPoint presentation on the possibilities of a cooperation between the ISIA and the ISPO:

The ISPO is a trade fair for specialists. The fair would like to attract more visitors. We can offer the ski instructors the latest information and the chance to make new contacts.

The ISPO is definitely a good platform for increasing awareness of the ISIA. We would need to consider what ISPO events we should take part in, which would also appeal to the end consumer.

There will always be one problem with this trade fair and that is the time of year it takes place because the ISPO takes place during the peak season for ski schools.

We have basically 2 possibilities:

- One is a ticket service for ISIA members.
- The second is our own stand at the fair.

Although the second possibility does not make sense at all for us because we would not find our target audience at the ISPO.

Resolution 8-3/12:

The steering committee voted unanimously to continue working on the project. Valentin Kiedaisch was voted project manager.

7., 8., 9. Commissions

Agenda items 7, 8 and 9 were omitted as they had already been dealt with under Item 3.

10. Dates, meetings

Resolution 9-3/12:



The next steering committee meeting will take place in Italy on 19 October 2012 near Verona, Lake Garda.

Arrival 18/10/, steering committee meeting on 19/10/, departure on 20/10/

Time schedule for further steering committee meetings:

- 28 January in Pamporovo, Bulgaria
- End of May – beginning of June, place still to be determined
- 7 – 12 September 2013 during the Interski General Meeting in Ushuaia

8. Miscellaneous

ÖSSV's motion as to whether Christian Abenthung, European Law expert, should be permitted to attend the steering committee meetings as a consultant to Richi Walter, must be dealt with.

From the discussion, the steering committee's position became clear and this was that you cannot just allow one individual member to call on consultants. If it is allowed for one member, then it must be allowed for all members and for every subject discussed. Advice from just one expert involves the risk that this could be one-sided. The consultations should strictly take place outside the steering committee.

President Campell also said that the ISIA as an institution would no longer take part in the discussions on the European professional card. This is a matter for the national governments and discussions on this matter within the steering committee are therefore not necessary.

Resolution 10-3/12:

The ÖSSV's motion to admit Christian Abenthung to the steering committee meetings could not be granted.

Ad hoc, for matters relating to certain agenda items, individual steering committee members can bring experts to the meetings following a request to the President. The President is definitely at liberty to invite experts on the various specialist areas or representatives from member organisations to the meetings as guests (approved by majority with one vote against from Richard Walter).

Vittorio Caffi reported that a meeting on disabled snow sports was taking place in San Marino from 22 to 23 September. The organiser would like representatives from the ISIA and the ISIA member nations to be present.

Jiri Kotaska said that APUL would carry out an ISIA test in Spindleruv Mlyn in January 2013.

Vittorio Caffi said that all members should once more be informed that they can carry out ISIA tests, however only under the control of ISIA and following prior notification.

Eichi Kodama reminded those present that an ISIA test would take place in New Zealand in September. Japanese observers will probably fly there to attend the event. The flight costs will be covered by the ISIA.



Dave Renouf: It was an interesting meeting. I still need some time to settle in. Sometimes there are difficulties understanding what is being said. When people speak too quickly and only German and Italian are spoken, I cannot follow what is being said and that is a shame.

Valentin Kiedaisch: Germany is very interested in working with the ISIA and would like to organise a meeting again sometime.

The General Secretary handed Dave Renouf a lengthy complaint which had been received by the ISIA from a BASI member about BASI and how it handles training. He requested Dave to deal with this complaint within BASI, as the ISIA does not have any influence on the internal affairs of BASI, as long as BASI keeps to the ISIA bylaws and the training meets the minimum standard criteria. Dave was requested to give a brief report on the resolution of this case at one of the next meetings.

As there was nothing else to discuss, the President closed the meeting at 3:15 p.m., thanked everyone for participating and wished them a good journey home.

Keeper of the minutes
GS Hugo Reider

The President
Riet R. Campell