



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

---

# Minutes

## Steering Committee Meeting 04/2012

on 19 October 2012

Lazise – Lake Garda – Italy

Hotel Palazzo della Scala



---

## **Present**

<b>President:</b>	Riet Campell
<b>Vice President Europe:</b>	Vittorio Caffi
<b>Vice President Pacific Region:</b>	Yuichi Mabuchi
<b>Interpreter:</b>	Eiichi Kodama
<b>Vice President America:</b>	Martin Bacer
<b>Treasurer:</b>	Jiri Kotaska
<b>Advisor:</b>	Valentin Kiedaisch
<b>Advisor:</b>	Dave Renouf
<b>Advisor:</b>	Richard Walter
<b>General Secretary:</b>	Hugo Reider

## **Apologies:**

**Advisor:** Gilles Chabert (work commitments)

The meeting began at 9 a.m. on 19 October 2012 in Hotel Palazzo della Scala in Lazise, Lake Garda, Italy

## 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 greeted all participants and thanked them for coming. Special thanks went to the Vice Presidents from Japan and Argentina who had not been put off by the long journey. Gilles Chabert apologised for his absence, he had an important meeting with the ski schools in France.

This is an important meeting for the ISIA. The focus is on the meeting with the AMSI.

The problem raised by Dave Renouf concerning translations will have to be solved amongst ourselves in the future for financial reasons. We will try to communicate with one another in all 3 official languages and help each other out as best we can.

The GS apologised for not sending out the minutes of the Zurich meeting, they will be sent together with the minutes of this meeting.



The President opened the discussion on how to approach the matter with the AMSI of how to integrate the AMSI better into the ISIA and how to find a constructive way of working together.

Richard Walter was, of course, in Milan at the meeting with the AMSI and the SNMSF and he will inform us himself what the Italian association would like to achieve.

Answer from Richard Walter: "The last request was that they wanted the General Secretary to come from their association."

The President replied that he would be President of the ISIA for another 3 years and is unwilling to change the General Secretary. The President is entitled to select the GS. The steering committee could not approve this choice. However, this choice was accepted with just one vote against at the last meeting.

After the DM in Krakow, the ISIA decided to withdraw from politics in Brussels and to leave the proceedings there to the respective governments of the EU countries and to the organisations invited by the Commission. Greater foresight is needed, an ISIA without the participation of the Alpine countries would definitely not be a good thing.

Martin Bacer asked if there were personal issues with Hugo Reider. If the countries voted as they did in Krakow, then Hugo should take credit for this. The members counted on the fact that confirming the President in office also meant confirming the GS in office.

Dave Renouf: The steering committee's job is to make the ISIA into a big family once more. When a family is already destroyed, then it is too late. The AMSI must remain an active member. It will be difficult, however, to achieve this when it is a matter of having either the AMSI in the ISIA or Hugo as GS.

After this preliminary discussion before the guests from Italy gave their views, the President continued with Item 2.

## **2. Reports of the Vice Presidents and committee members**

The President reported that the news containing the most important information for all members had been placed online after the last meeting in Zurich.

Preparations for the World Championship in Pamporovo, Bulgaria, were in full swing. It would be a bad sign if the world's professional ski instructors were no longer able to carry out a World Championship. However, most member associations are not in a very good position financially and the costs of the World Championship participation are high. We had been expecting a lower price.

A meeting with the Interski President is to take place on 25 October and discussions will be held on an ISIA World Championship during the Interski Congress.



## **2.1. Report of Vice President America**

Martin Bacer: South America has just had a very bad season with little snow and no money. Only the Ushuaia skiing area showed an increase of about 10%. The programme for the Interski General Meeting next year has already been drawn up. A new 4-person chairlift is under construction, as requested by Interski. We have already spoken to FIS about bringing a World Cup Slalom to Ushuaia.

Canada has expressed great interest in the outcome of today's discussions.

## **2.2. Report of Vice President Asia**

Yuichi Mabuchi: An ISIA test has been carried out in New Zealand and the safety seminar is now being held. Unfortunately nobody from Japan had time to fly out for the inspection. However, two inspectors from Italy and Australia were sent there.

A visit and a new inspection will take place in Korea in November. There has been little contact since they became members.

As every year, the SIA Festival took place this year in April. Over the last two years, Japan has been working on carrying out a gradual transition from the highest training level to the ISIA card.

Last April, an ISIA test with Italian ski racers took place, Swiss reference skiers have been invited for next year.

The information on the standards for the ISIA card have been passed on now for 3-4 years, the members have been informed and they understand that the standard has to be so high and are in agreement with this.

## **2.3. Report of Vice President Europe**

There is great interest amongst members in the technical evolution of snow sports but there are even more enquiries from snow sports instructors asking for information on how to work in the various countries legally.

Frank Luiten proposed a motion to the steering committee requesting that a list of responsibilities in the various member countries be compiled and that this be published online on the ISIA website, always without the guarantee that the information is 100% up-to-date of course, since changes in this area often occur very quickly and the ISIA is itself reliant on the information from members.

### **Resolution 1-4/12:**

Frank Luiten and the GS were given the task of drawing up a list of responsibilities in the individual member countries. The list will be published on the ISIA website when the webmaster has created an appropriate page. Only the responsible offices will be given with corresponding addresses,



telephone numbers and websites.  
The resolution was passed unanimously.

Mabuchi had already reported on the ISIA test in New Zealand. The test went well, approx. 50% of the participants passed.  
There are several countries which have requested training inspections: a list of the planned ISIA tests is also to appear on the ISIA website.  
Information on the ISIA database will follow under the appropriate agenda item.

### **3. AMSI – Meeting and discussion**

After a brief coffee break with the guests, the AMSI joined the meeting:

AMSI President, Maurizio Bonelli, and the President of the AMSI in the Province of Trient, Fulvio Ceol.

President Campell introduced them and the members of the ISIA steering committee and explained that following the situation that had arisen as a result of the elections in Krakow, there was a need for an open discussion. For many years, the AMSI President, Dino De Gaudenz, was also Vice President Europe in the ISIA. The ISIA still wants to work together with the AMSI, even if there is no AMSI representative on the steering committee. He invited the AMSI President to present the views of the AMSI and his wishes.

Maurizio Bonelli: Thank you very much for the invitation. Unfortunately I was unable to take part in the DM in Krakow for health reasons. We had expected a different result. Italy has always played a leading role in the ISIA with its 11,000 members. Dino De Gaudenz was AMSI President until July 2011 and he did not put himself forward for re-election. Italy is a large nation where snow sports take place and it should also be involved at an international level. The election result was a great surprise for us. We assumed that the election would have a different outcome bearing in mind the historical background. Dino did not represent himself but an important institution. Our disappointment and resentment was correspondingly great. But that is the way things are. A meeting has already taken place between ISIA President Campell and myself in Merano.

We put forward two alternative requests at this meeting: in view of the outcome of the elections in Krakow, the historical background of the Italian ski instructor association, the participation of Italy in winter sports events in Europe and worldwide and the role it carries out in this area, we request that:

- either an additional seat with voting rights be inaugurated on the steering committee or if this is not possible
- the right to appoint the General Secretary.

This is not a personal matter against Hugo Reider, it is nothing to do with him as a person. It is an institutional enquiry. Italy would like to, wants to be



able to appoint the GS themselves.

Our request is always the same and has not changed. The AMSI would like to work closely together with the ISIA, would like to have the position that the association has always had in the ISIA and would like to appoint the GS. Italy would like to sit at this table but not as an invited guest. Italy is not interested in being represented on any commission.

We still cannot understand the logic which led the DM to this decision in Krakow.

Riet Campell: I have now been President of the ISIA for 12 years. I was willing to give up. We have had to get through some difficult years. The arguments with the FEMPS have been nerve-racking. But then I decided to stand once more and continue for another period in office if the DM wished me to do so.

I know Hugo well, we knew each other before this joint activity and we have always worked well together. We have got through some difficult years together, but I must also say that these arguments have had a positive effect because the standard of ski instruction has generally been raised.

It must also be said however, that the AMSI did nothing in Krakow to promote its candidacy. Quite the opposite to France and Austria.

Dave Renouf made the suggestion of appointing an assistant to Hugo as GS to be nominated by the AMSI.

Maurizio Bonelli: In Italy, we have 3 organisations/institutions which are responsible for snow sports instruction: the FIS, the Italian winter sports association, Collegio Nazionale, the state ski instructors' professional association, and the AMSI, the voluntary ski instructors' association. It is certainly true that there have been problems between these organisations in the past.

The association (AMSI) has its tasks, the Collegio Nazionale professional association has quite different tasks and functions. These have been laid down by law. The Collegio Nazionale is a state-run institution. Every ski instructor who wishes to carry out the profession must be registered in the Collegio Nazionale.

But the instructors are still the same!

It was no longer possible to move forward with the AMSI always saying the opposite of the Collegio Nazionale. An agreement was reached and both organisations now move forward together.

Italy should not have to ask for votes before an election! Politics should have nothing to do with ski instruction.

Martin Bacer: The smaller countries were mainly concerned about what would happen if Dino no longer stood for office and the AMSI turned towards France and Austria. If France, Italy and Austria had been elected, which was their intention, that would have been the downfall of the ISIA, at least of a free ISIA.



---

Vittorio Caffi: There was not so much a fear of Italy but the fear that an Alpine country faction could be formed within the ISIA.

But Italy must feel itself very well represented in the steering committee, by the President and the Vice President Europe. The people who are elected to the steering committee represent all 39 member nations not only those from which they come.

France and Austria were not represented in the previous steering committee. We have always represented all ski instructors.

Jiri Kotaska: It is a shame that Italy did not address anyone in Krakow to put forward its views. Perhaps some people would have decided differently then.

Valentin Kiedaisch: We are a large family and Italy is part of that family! And Italy wants to have a place at this table. That is what we would like to try and make possible. There is indeed a possibility but Italy has rejected it. We could permanently coopt someone but if we make an exception now for Italy, we could be creating a precedent.

Richi Walter: I keep hearing that we have to represent everyone. That is wrong! I represent those who are of the same opinion as me, those who voted for me, but certainly not everyone!

Dave Renouf: We could provide the GS with an assistant who would learn the ropes and then take on the position once the term of office expires.

Yuichi Mabuchi: I understand Italy's situation. But we should remember the events before Nosawa Onsen, Interski 1995.

There was a major conflict between France and Great Britain. British travel organisations were sending their ski instructors to France and France asked the ISIA to do something about it. The ISIA refused to get involved saying they were not responsible and that this was a problem between the two countries. No representative from France was voted in at the DM and France still demanded a place on the steering committee. The current situation is very similar to that situation.

France consequently left the ISIA and no longer came to the Interski. I think that we should respect the outcome of the meeting in Krakow!

Martin Bacer: We will have to see what the bylaws allow us to do and go on from there.

Vittorio Caffi: The DM in Krakow passed a resolution! This should be respected! We cannot act against these resolutions.

Italy is always present because Italy influences every decision with its votes.

Riet Campell: Italy's request is clear but the composition of the steering committee is laid down in the bylaws. We cannot do anything about that. So just the two options remain:

- Coopting an AMSI representative (without voting rights) to the steering



committee

- Providing the GS with an assistant nominated by the AMSI

Maurizio Bonelli: We abide by our suggestion and remain firm!

Richard Walter: Austria is fully behind Italy's request!

I have a lot of respect for Japan but they are simply too far away for European problems. It is almost an insult that we are told from those overseas how to treat Italy.

Riet Campell: I would like to thank Italy for being present today and presenting their point of view. It is important that we all look beyond the next 3 years and keep the future of snow sports and snow sports instructors in mind.

Maurizio Bonelli: I would like to express our thanks too. For us, the focus is on the ski instructor. We represent the Italian ski instructors whose interests may differ from those of other nations, from Argentina, Japan but also other European countries. But we want to represent the interests of 11,000 Italian ski instructors here at this table. The situation in Italy is very different from that in other countries.

Yuichi Mabuchi: I have now heard a lot of different opinions and because I believe it is right, I have said that the outcome of the Krakow meeting should be respected.

Vittorio Caffi: We will have to discuss this in the steering committee and make a decision. We have opened up a channel of communication today and I hope that the communication with Italy remains open, regardless of the decision.

#### LUNCH

lunch together with representatives of the AMSI

The meeting was resumed at 2.30 p.m. All were present except Jiri Kotaska.

President Campell again thanked Argentina and Japan for coming. The entire steering committee was present, apart from the advisor Chabert. Contact had been sought with Italy and the ISIA had showed that they were prepared to look for compromises.

There are 2 options:

One is Italy's request:

- to be given a place on the steering committee as a full member
- nomination of the GS by the AMSI

The President is of the opinion that there is no legal possibility of extending the steering committee without changing the bylaws and he, as President, is not willing to replace the GS.





The President put to the vote whether the steering committee should support the motions of the AMSI:

#### **Resolution 2-4/12:**

With 2 "Yes" votes (Renouf, Walter) and 4 "No" votes (Bacer, Caffi, Mabuchi, Kiedaisch), a majority of the steering committee declined to support the motions of the AMSI. Both motions were therefore defeated.

Alternative suggestions from the steering committee:

- 1) Coopting of an AMSI representative to the steering committee, as observer without voting rights
- 2) Provision of a representative from the AMSI as assistant to the GS

Discussion:

Vittorio Caffi: We should not forget that we already have a GS who is a member of the AMSI and an Italian and that AMSI is represented just like the other countries in Europe by the Vice President Europe. It is worth considering that we might then be running the risk of all the member nations wanting a representative on the steering committee.

Richard Walter: There could be the risk of the Alpine countries leaving the ISIA, that is why it makes sense to work towards a consensus. If the major important countries do not have a say in the ISIA, we will not move forward.

#### **Resolution 3-4/12:**

The steering committee decided by a majority to leave it up to the AMSI to send a delegate to participate in steering committee meetings (at their own cost) but without voting rights. The resolution was carried with 5 "Yes" votes (Bacer, Caffi, Mabuchi, Kiedaisch and Campell) and 2 "No" votes (Renouf, Walter).

A letter will be sent to the AMSI, signed by the President and the Vice President Europe, communicating the decision.

Jiri Kotaska then reappeared and apologised for his absence saying that he had understood the meeting was to resume again at 3 p.m. He declared his agreement with both votes.

#### **4. ISIA database – ISIA card**

The President explained that according to the resolutions passed unanimously by the DM in Jesolo in 2008, all professional ski instructors operating at a high level corresponding to the ISIA standard (card and stamp) must be entered in the ISIA database. The ISIA thus guarantees a quality standard which makes it easier for the ski schools to classify foreign ski instructors in their own system. This also makes it easier to work with the aerial cableways who can quickly look at the database and find out



definitively who is a professional ski instructor and who is not. To be able to take on this guarantee, regular training inspections are required in the member countries.

Vice President Caffi explained that currently 18 national associations have entered their ski instructors in the database and that a total of 22,900 instructors are registered.

Richard Walter: Austria will never join this system! This subject is of no interest to us. Austria will never enter its ski instructors into the ISIA database. On the contrary, we will continue to work towards the sole recognition of the European professional ski instructor card. For the aerial cableways too.

Recognition works differently for us, it occurs at federal province level or district administrative level. We do not need an ISIA card for our ski instructors! Neither do we need one for the foreign ski instructors! That is of no interest to us! I would also like to question whether this conforms with EU policy. The associations' right to be heard has been discarded.

Vittorio Caffi: To keep to the minimum standard, inspections must be carried out. We need people for these inspections. For 2012/13, the inspection of training in New Zealand is about to be completed. The inspection in Andorra should also be finalised. Canada, Norway and Finland submitted requests, and an inspection of the final examinations for Level 4 already took place in Canada Whistler Mountain in 2011.

All countries wanting to change their training structure must inform the ISIA of this.

A calendar of the ISIA tests in the winter season 2012/2013 will be drawn up. A test is currently planned in Spindlerov Mlyn for January.

The President pointed out that a calibration test for reference skiers has also been announced by the ÖSSV in January and asked Richard Walter who could take part in it.

Answer from Richard Walter: the 8 countries that are signatories to the MoU, but if anyone wants to take part they are most welcome to do so even if they do not belong to one of the signatory countries.

## **5. Pamporovo – Bulgaria: 27 – 31/01/2013 ISIA World Championship**

10 member associations have sent binding registrations and 4 more have agreed to participate.

We have already confirmed to Bulgaria that the World Championship will take place. Every steering committee member should make efforts to get even more countries to take part.

The GS will again contact all member associations.

The greatest drawback is the price, which seems to be too high for everyone.



#### **Resolution 4-4/12:**

The ISIA World Championship will be carried out in Pamporovo – Bulgaria. All member associations will be contacted again by telephone or e-mail. (unanimous)

#### **Resolution 5-4/12:**

The subject of the ISIA World Championship at the Interski should be further investigated. The steering committee would like to place this item on the agenda of the Interski General Meeting in Usuaia in September 2013. (unanimous)

### **6. 2012-2014 Working programme Information on the status of work (working plan) and additions**

1	ISIA card – ISIA stamp: minimum standard: continuation of the project: Vittorio will continue to work on the project together with the GS and technicians
2	Database: extension Mario Fabretto is currently working with Vittorio on how to improve the interface and the program's ease of use. A link to the database will be integrated into the ISIA website. The goals which have been fixed should be achieved by the 2016 DM at the latest.
3	ISIA World Championship in INTERSKI: First meeting to take place on 25/10/2012 with Erich Melmer.
4	ISIA World Championship Bulgaria 2013: Already discussed. Organisational tasks will be dealt with by the ISIA office and the GS, the technical aspects will be dealt with by Riet and Vittorio
5	Revision of bylaws: elections/votes: Before we think of changing the bylaws, the ISIA's financial basis needs to be clarified. The committee will prepare a proposal, looking at the current situation and at visions of how things could look. The preparatory work will have to take the financial requirements into account which in turn will have to be discussed in detail. The election procedure will have to be adapted and an infrastructure created for the ISIA.
6	Programme from Krakow - Gilles Chabert Some of the points listed by Gilles already feature in the working programme, for the others it was decided to wait until Gilles comes to a meeting
7	Project for social media: Valentin will set up an ISIA group on Facebook. Care must be taken to safeguard rights so that we cannot be open to attacks.
8	Website:



---

	No proposals have been received yet. The changes and additions will be carried out by the webmaster with the office in Berne.
9	ISIA domain: revision of IP address: Purchasing the domains isia.org and isia.info by auction is too expensive. We will keep isiaski.org and may try to buy new endings.
10	C.I. marketing: Dave Renouf brings suggestions on the basis of the documents and drafts previously drawn up by Dino De Gaudenz.
11	Steering committee – Uniform: Neither VIST nor Anyone are prepared to provide a uniform free of charge. Riet will negotiate with Schöffel and conclude the matter if Schöffel is in agreement.
12	ÖITAF – Contact International Organisation for Transportation by Rope Is being followed up by Riet.
13	ISIA finances: The committee is preparing an overview of ISIA's financial requirements based on its own infrastructure
14	Technical event: The ISIA will concentrate on the World Championship for 2013 and not prepare any additional events
15	ISPO – Munich: Valentin: Discussions have taken place. A cooperation cannot begin before the ISPO 2014. We still need to determine exactly what ISIA can offer in return.

#### **Resolution 6-4/12:**

Uniform for steering committee members: The President is authorised to conclude a deal with the company Schöffel if Schöffel is prepared to provide a uniform for all steering committee members free of charge. (unanimous)

### **7. Dates, meetings**

#### **Resolution 7-4/12:**

The next steering committee meeting will take place in Pamporovo – Bulgaria on 28 January 2013, during the ISIA World Championship. 27 January: arrival, 28 January: steering committee meeting, from 28-31 January: ISIA World Championship. It would be good if the steering committee members could also be present throughout the World Championship in Bulgaria.

Upcoming dates:

25/10/2012 – Sargans (Zurich): Meeting with Interski President Erich Melmer + Interski GS (Campell + Bacer)

14-16/01/2013 Calibration test for Eurotest reference skiers



Mid-end January 2013 – ISIA test Spindleruv Mlyn  
27–31/01/2013 – Pamporovo, Bulgaria: ISIA World Championship  
28/01/2013 – Pamporovo, Bulgaria: steering committee meeting  
06-13/04/2013 – IVSI Congress  
07-12/09/2013 – Ushuaia Argentina: Interski GM

## 8. Miscellaneous

Dave Renouf: as already requested in an e-mail to the GS, he would like to go in more detail into the problem relating to the liability of the ISIA and also the professional associations which carry out the training courses.

Specifically, Renouf has concerns that in the case of a ski accident in which the injured party maintains that the lack of training of the instructor was the cause of the accident and can also prove this, there is a possibility of recourse against the training provider and also against the ISIA which provides the minimum standard of training.

The GS commented that no claim could be substantiated if the instructor met the criteria of the ISIA minimum standard and doubted whether such a claim would be successful in the central European legal systems. However, he conceded that it could be possible under UK law for someone to try and lodge such a claim. Constructing a liability which could fall back on the ISIA seemed very far-fetched, however.

The other members of the steering committee also felt that it was premature to deal with this matter.

Yuichi Mabuchi: We have talked and discussed at length today. If you have questions, however, you should also try and make suggestions in this committee.

Richard Walter: I appreciate that we have tried to talk about certain topics but I see only one chance. Unless there is a revolutionary change to the bylaws so that the "major countries" set the tone, then probably no changes will be made here. The "major nations" must be represented in this institution as a fixed component. Because they have no need for an organisation as it exists in its current form. They can organise themselves. Then it will simply remain an international forum for discussions, a committee which meets to exchange opinions and nothing more.

As there was nothing else to discuss and no further requests to speak, the President closed the meeting at 6 p.m., after thanking Japan and Argentina again for participating.

**Keeper of the minutes**  
GS Hugo Reider

**The President**  
Riet R. Campell