



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

Minutes

Steering Committee Meeting 01/2014

21 March 2014

Kurtatsch / South Tyrol – Italy

Turmhotel Schwarz Adler



Present

President:	Riet Campell
Vice President Europe:	Vittorio Caffi
Vice President Pacific Region:	Yuichi Mabuchi
Interpreter:	Eiichi Kodama
Treasurer:	Jiri Kotaska
Advisor:	Valentin Kiedaisch
General Secretary:	Hugo Reider

Apologies:

Vice President America:	Martin Bacer
Advisor:	Dave Renouf
Advisor:	Gilles Chabert
Advisor:	Richard Walter

The meeting began at 8.30 a.m. on 21 March 2014 in a room at the Turnhotel Schwarz Adler in Kurtatsch, South Tyrol – Italy.

Regarding the AGENDA of the meeting:

The agenda had been sent to all Steering Committee members and as there were no further amendments or changes, it was considered approved.

1. Welcome

The President welcomed all those present and thanked them for coming. The General Secretary was thanked for organising this meeting in such pleasant surroundings and so close to home.

Several Steering Committee members could not attend.

Apologies for absence were received from: Vice President America Martin Bacer, who is currently working as a ski instructor in the USA and could not get away, Gilles Chabert due to other preprogrammed obligations. Gilles has also recently had a family bereavement. We offer him our condolences.

Richard Walter is currently in Canada on a heli-skiing tour and Dave Renouf had to cancel at the last minute due to illness.

Mario Fabretto was invited to the meeting and will report on item 3 "ISIA Database", also Christian Abenthung was invited, the General Secretary of the Austrian Ski School Association, who is attending the meeting as a guest to report to his President directly.

President Campell gave a short report on his attendance at the 70th birthday celebrations of Björn Zeitz in Oberstaufen who sends his regards to everyone. Harald Kiedaisch also recently celebrated his 80th birthday. Many congratulations to both colleagues from the Steering Committee.



This last winter was interesting in a number of ways. It was a satisfactory season on the whole. On the one hand, there were areas in the Alps with very little snow and other areas had more snow than they had had for a hundred years. Neither the one nor the other is good for the development of snow sports. The fact that there was too much snow in certain areas also led to financial losses. There was often bad weather at the weekends, which also contributed to the unsatisfactory situation. Areas relying mainly on tourist income can suffer great hardship in such situations.

It will also be interesting to see how developments in the East progress following the Olympic Games. Will snow sports be developed further or will the facilities fall into decline?

Just a few words on developments in China too. Switzerland has been involved in China for a long time, ever since the days of the South Tyrolean skiing pioneer Erwin Stricker. This year, a selection event was held in Beijing to choose 8 candidates who would take part in a ski instructor training programme in Switzerland. These 8 young men and women have now completed the first module of their ski instructor training and have also worked in the various Swiss ski schools. They will now return to China and help to set up local ski schools there.

2. Reports of the Vice Presidents and Executive Committee members

2.2. Report of the Vice President America

Martin Bacer has passed on the message that the preparations for Interski are well under way and that he is very confident that everything will go well. He is still waiting for quite a few binding acceptances from the European associations, however.

In May, Pope Francis received a delegation from Interski Argentina at the Vatican.

2.1. Report of the Vice President Pacific Region

Yuichi Mabuchi: reported that Princess Akiko was now the official successor to Prince Tomohito Mikasa as the patron of the SIA.

The season had a good start in Japan with a lot of snow. Everything went well until February but then there were severe storms and too much snow, which led to cancellations.

Snow sports in Japan will not be able to regain their importance that quickly however. The drop in numbers from 17 million skiers 30 years ago to barely 6-7 million now (including snowboarders) is not that easy to recover from.

The ski industry needs to shrink to a healthy size first, South Korea has now developed 6-7 ski resorts, also with a view to the Olympics in Pyeongchang in 2018. There is talk of around 6 million skiers there too. However, the economic situation in South Korea is very bad.

Riet Campell: It is very difficult to attract young people to the mountains to go skiing anywhere in the world. This trend can be seen everywhere. There are no longer profits to be made. But on the other hand, you have to realise that



the lift companies are forced to reduce their costs. The aerial cableways in St. Moritz are closing as early as 6 April this year, only the lifts on the Corvatsch will be kept open longer.

2.3. Report of the Vice President Europe

Vittorio Caffi: Everything that needs to be said about the current situation has already been said. We need to find a way to be more active in promoting snow sports. This is also the main theme of our congress in Finland. We need to push the members so that individual countries also make their own contributions.

Our members are always more interested in conforming to training standards and meeting the ISIA minimum standards. Inspections are carried out on a regular basis. We have built up quite a good team now. Sweden was inspected this year. They carried out an ISIA test. The result of the inspection was positive and Sweden is now allowed to award the ISIA card too.

Russia is also interested, they would also like to have the card.

There is uncertainty amongst certain member associations as they think they are entitled to award the card as a national association if only a few of their own members take the ISIA test somewhere away from home. But that is not the case, because to be able to issue the card, the member association must fulfil all the conditions.

Finland is the next country on the list to be inspected and this is to take place next week. All the documents required have been made available and the inspection of this documentation has been completed with a positive outcome.

Of the nations with observer status, Latvia would like to go further and acquire full membership. Ukraine too, but the political situation is not very promising there at the moment, making it inadvisable to send inspectors there.

More and more national associations outside Europe want to join the ISIA system as full members too. In South America, Chile is to be inspected shortly.

Mario will be reporting on the ISIA database and the relevant adjustments. The situation in Europe is also to be discussed under agenda item 4. It is interesting to observe how things are developing in Europe, also for outsiders. The whole world watched the arrest of 7 British ski instructors in France, which even resulted in interpellations before the European Parliament.

According to our information, at least some of the arrested ski instructors had the highest British qualification and the MoU sticker.

On the other hand, there are also signs that even excursion traffic has been restricted by the MoU sticker.

Jiri Kotaska: reported that in the Czech Republic, nothing else has been done to develop ski resorts. Harrachov, for example, belongs to the ski association. There is a complete lack of investment. The resort of Špindlerův Mlýn was



leased by J&T Investment Group (together with Penta Bank) for 20 years. The situation there is the same, people just try to get as much out of a ski resort as possible without making any investments. The decline and deterioration of the lifts is quite noticeable. There are rumours that this is intentional so that the lifts can then be bought up cheaply. All the ski resorts in the High Tatras, in Slovakia, have already been bought up and now belong to the banking group.

Also regarding the situation in the Czech Republic, it must be said that the crowds of tourists from Holland and East Germany stopped coming from about 2008. The decline of winter tourism is beginning to take on alarming proportions. Ski school courses have almost stopped running. Added to this is the problem that more and more unqualified people are posing as ski instructors because the profession of ski instructor is not regulated and actually anyone can say they are a ski instructor. And it is these same people who wish to work abroad and go to the European Alpine region, where there is a noticeable increase in Czech tourists.

Valentin Kiedaisch: This past winter was bad in Germany through and through. One reason for this was the negative media coverage. There was not much snow and it came very late, no really low temperatures. Retailers have been left with up to 50% of their merchandise according to the latest indications. Germany is well known for its strong tourism industry, especially for excursion traffic to neighbouring countries. The current trend towards regulating the movement of services is dangerous. As a professional association for our ski instructors and professional ski schools, we need to guarantee a thorough examination of the formalities for the professional recognition procedure and the reporting procedures for the movement of services in the various Alpine countries. Admittedly our DSLV ski instructors have hardly encountered any difficulties in the regions so far, but we still need to find a clear solution to the problem. To better understand the situation, it's important to know the difference between professional and club ski schools in Germany.

Christian Abenthung: thanked those present for the invitation and for being able to take part in the meeting as a guest.

The snow situation in Austria is similar to that in Germany. Apart from East Tyrol and Carinthia, where there was too much snow, there has been a lack of snow this year.

Ski racing is certainly a good thing but you should not concentrate on it too much from a tourist perspective. An Austrian victory at the Olympic Games does not automatically bring more tourists to the ski resorts. We need other ways, our own ways, of promoting tourism. Ski racing is definitely the wrong way to make snow sports interesting!

In Austria, an initiative has been launched bringing all the players in winter tourism together to exchange ideas on new ways forward. We need to make young people enjoy skiing again and young people love freedom! Freeride and freestyle are up-and-coming sports. However, even the ski industry has drastically reduced its funding for ski racing. Ski racing is not the right way to stimulate recreational sports.



GS Hugo Reider: confirmed that there had also been a decline in South Tyrol because of too much snow. Frequent bad weather at the weekends and blocked access routes to the ski resorts due to the risk of avalanches led to cancellations. In some parts, there was up to a 20% drop in business.

Jiri Kotaska: We have not had such a bad winter for 80 years. Artificial snow creation was only possible on 5 days. Added to that is the uncertainty throughout the industry as to what will happen if, sooner or later, all the ski resorts are owned by the banks.

Riet Campell then drew the information round to a close. He said that the ski schools had probably suffered the least losses compared to other companies such as aerial cableways and hotels.

Professionalism is called for, now more than ever! The wheat will be separated from the chaff. We need to take on a leadership role and not just feel like a fifth wheel.

3. ISIA Database (update) – ISIA card – ISIA test 2013/14 inspection programme

The President referred to the list of ski instructor qualifications in the ISIA, which was in the meeting documents. Since the DM in Yong Pyong in 2007, work has been under way to set up the database. We have achieved a good deal even if it is still not complete. This table was drawn up on the basis of the entries in the database. The nations are making increasing efforts to conform and appear on the list.

Christian Abenthung: For me, this list is a recognition list which we don't really need. We have the EU professional card instead.

Valentin Kiedaisch and Riet Campell countered that the ISIA is a worldwide association and also has members outside Europe and from non-EU European countries.

The President asked those present to vote on whether this list should be sent to the member associations and then placed on the ISIA website. The following resolution was carried unanimously:

Resolution 1-1/14

The list of ISIA qualifications will be sent to all member associations with the message that this list is not a recognition list and nor should it serve as a basis for remuneration in the ski schools.

The message should also mention that there is an MoU sticker valid for a limited period, which is only significant for those EU countries that have signed the Memorandum.

Christian Abenthung pointed out that on 20 November 2013, the Directive 2013/55/EU of the European Parliament and of the Council on the amendments



to Directive 2005/36/EC on the recognition of professional qualifications and the regulation (EU) no. 1024/2012 on administrative cooperation through the Internal Market Information System ("IMI Regulation") had been issued and regulated the issuing of a European professional card, including for ski instructors.

Mario Fabretto: used a presentation on his laptop to explain to those present the changes made to the database.

There are currently around 24,500 ski instructors' names. The database also contains a history of the record. It is also possible to note the migration of ski instructors.

An important point is how to handle membership renewals.

Although there is a user's handbook which describes exactly how to proceed, only a few nations have been able to come to terms with it and deliver data that can easily be fed into the system.

In future, the member associations should be able to manage their data themselves and make entries and changes independently.

Christian Abenthung: admires the Steering Committee's confidence in the database and that it can be updated. The Austrian concerns relating to data protection still apply.

4. Europe: MoU – Eurotest: Situation and Use

The Memorandum has been renewed for a further year, up to 30 June 2014. As previously reported, the Czech Republic and Slovenia have now signed and the representative of the Federal Republic of Germany will also probably sign on the DSLV's recommendation.

However, when the deadline has expired, the new professional recognition directive 2013/55 will become effective, which the member states will have to implement in their national legal systems by 18 January 2016.

There will be two different identification cards:

- a) a European professional card for the temporary and occasional provision of services and
- b) a European professional card for the purpose of establishment

The European professional card will be issued by the competent authority of the home member state.

GS Reider reported that there had been several complaints from member associations and also individual ski instructors that only ski instructors who belonged to associations that had signed the Memorandum were allowed to take part in the Eurotests from this year onwards.

For example, Swiss reference skiers were no longer allowed and neither were Swiss ski instructors permitted to take the Eurotest. Finnish and Dutch ski instructors who made applications via their own associations in accordance with the rules, have experienced the same thing. Although Romania is one of the countries that have signed the MoU, the Romanians were rejected because the



application came from the professional ski instructor association and not from the biathlon association which, as is generally known, represents Romanian skiers at the EU in Brussels, but does not train any professional ski instructors itself and does not have any as members. The Romanian EU coordinator had removed the ski instructor association as a representative of this professional group to the European institutions and inserted the biathlon association instead. The background to this is well known.

The reason given was that the Memorandum is an agreement between some EU member states and is only of use to these states, which is why citizens of other member states do not have access unless they make a specific application for recognition in one of the MoU states and the Eurotest is imposed on them as a compensatory measure by the host country and this reason was confirmed by the EU Commission following an intervention by the Dutch ski instructor association.

So there is currently no way a ski instructor of a non-MoU signatory country can take part in a Eurotest as a preventative measure. He will only be admitted if he makes a specific application for recognition.

Christian Abenthung: There would be no point in that because even if he passed the Eurotest, he would not be recognised as having done so in this case.

5. Legal background and requirements for work permit

A request was made to the ISIA to draw up a list of the legal background and requirements existing in the various European countries and also in a broader sense in non-European countries, applying to those wishing to work as a ski instructor.

The Steering Committee had already dealt with the matter once before and at that time, Frank Luiten was asked to draw up such a list, in cooperation with the ISIA secretary's office and the GS.

Resolution 2-1/14 (unanimous)

The GS will contact Frank Luiten to see if he can provide any information on this subject at the DM in Vuokatti.

6. ISIA Congress & Delegates' Meeting

The ISIA Congress and the Delegates' Meeting will take place, as already announced, in Vuokatti, Finland, on 17 and 18 May.

Notification has already been sent to the member associations and it is now time to draw up the agenda of the DM and specify the content.

On the congress:

The theme is the future of snow sports. How can we promote the development of snow sports?



First, we need to inform our members and ask them to make a contribution and briefly present the subject from the perspective of every single country. Something is being done about this in every country at the moment because the decline of snow sports can be seen all over the world. We should provide each other with the facts and then join forces to tackle the problem together. As an association, the ISIA can try to give an overview of all the activities and projects in progress and then everyone can select the best one for their own situation and adapt it to their needs. The plan is to launch a world-wide promotion programme for snow sports in cooperation with our partners.

Possible topics for the congress:

- FIS Snow Day
- I love snow
- Andy Wenzel's "Snow School Weeks" with the E.S.F. (European Ski Federation)
- Returners (strongly promoted by the DSLV in Germany 5 years ago, with Rosi Mittermair and Christian Neureuther and their book "Neuer Schwung im Leben"), SchneeVital, Ski&Fun;
- freeride (legal framework)
- ProNeve (independent network of South Tyrolean experts and promoters from the fields of sports, tourism, the agricultural sector, universities, journalism, environmental protection, politics, aerial cableways and winter technology).

As part of the congress, the plan is to offer workshops where problems will be presented and suggestions for their solution can be discussed and developed. The best projects will be initially introduced at a technical event during the winter and finally presented at the Interski in Ushuaia.

Resolution 3-1/14 (unanimous)

The President will contact Andy Wenzel, Sarah Lewis from the FIS, Alex Andreis from ProNeve and other possible speakers and negotiate their possible participation in the ISIA Congress in Vuokatti.

On the Delegates' Meeting:

For the Delegates' Meeting, there is a request from the Dutch ski instructor association to alter the provisions of the minimum standard by introducing an age-related handicap rating for the technical tests under Art.12.

The request was filed to the GS in time and will be placed on the agenda.

A further point which will again be placed on the agenda is the change to the bylaws regarding the distribution of votes which was presented at Ushuaia.

Following detailed discussions on the agenda, the following

Resolution 4-1/14 was carried unanimously:

The Steering Committee approves the agenda for the Delegates' Meeting in Vuokatti in accordance with the proposal presented by the President and attached to these minutes.



7. Annual Financial Statement 2013 – Budget 2015

The GS presented the annual financial statement for 2013 which had been prepared by the secretary's office and Treasurer Jiri Kotaska. The annual financial statement showed a positive result. A profit of CHF 818.31 was reported for the year 2013.

Resolution 5-1/14 (unanimous)

The Steering Committee approved the annual financial statement for presentation to the Delegates' Meeting.

The budget for the year 2015 was then presented. The proposal envisages an expenditure of CHF 10,000.00 as there are plans to print a special edition of a brochure on the activities of the ISIA and the Steering Committee over the last 7 years.

Resolution 6-1/14 (unanimous)

The Steering Committee approved the proposal for the 2015 budget for presentation to the DM.

8. Complaints

There has been a new complaint concerning irregularities in the training courses and examinations of the BASI from Norman May who has appealed to the ISIA and requests that we intervene to demand a revision of the BASI's examination results.

The Steering Committee has already dealt with the case and made it clear that the ISIA cannot intervene in the internal affairs of its members unless these represent a breach of the ISIA bylaws.

The case is closed as far as the ISIA is concerned and from a purely formal perspective, Mr May is not an ISIA member anyway as he has not yet passed the relevant examination.

Nevertheless, the Steering Committee had asked the advisor Dave Renouf at their last meeting to take up the matter and bring it to a conclusion and then report to the Steering Committee.

This report will have to be postponed until the next meeting as Dave Renouf could not attend this meeting due to illness.

Resolution 7-1/14: (unanimous)

The ISIA has no authority to intervene in the case of Norman May and regards the matter as closed.

The report on this case should be presented by Dave Renouf at the next meeting.



There have been repeated complaints about member associations offering ski instructor training courses in foreign countries outside their area of responsibility and where the target group does not consist of citizens of the host country.

We have a list of around 10 examples of such initiatives.

The Steering Committee discussed the matter but came to the conclusion that offering ski instructor training courses abroad was not in itself illegal.

Nevertheless it is an unfriendly act towards the professional association and training providers of the country in which the training courses are being offered (host country) if the request does not come from the host country directly and if the target group consists of citizens of the guest country. This is especially the case if the course language is that of the host country and not that of the organiser's country.

Resolution 8-1/14: (unanimous)

The Steering Committee decided to address this topic at the DM in Vuokatti and to sensitise the member associations to the subject beforehand by way of a memo.

9. Dates, meetings

16 – 20 May 2014 – Congress and DM in Vuokatti – Finland

16 May 2014 – Steering Committee meeting, Vuokatti Finland

17 – 19 October 2014 – Steering Committee meeting, Flumserberg – Switzerland

10. Miscellaneous

Yuichi Mabuchi asked for early notification of any changes to the Interski programme. The earlier any changes are known, the better.

Vittorio Caffi reported that there would be another ISIA test in Norway on 27 April.

President Campell explained that he had had a long telephone conversation with Gilles Chabert. In this conversation, referring to the next elections in 2016, Chabert had said: "Before you abandon it all, you should try and stick all the pieces together again!".

He thanked all those present for the good and candid meeting.

As there were no further requests to speak and there was nothing further to discuss, the President closed the meeting at 1:30 pm.

Keeper of the minutes
GS Hugo Reider

The President
Riet R. Campell