



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

Minutes

ISIA Delegates' Meeting

18 May 2014

in Vuokatti, Finland

Vuokatti Sports Institute



Item 1 Welcome and establishment of a quorum

President Riet R. Campell opened the delegates' meeting at 8 a.m. and welcomed all those present, especially the Interski President Erich Melmer, and the Argentinian Ambassador to Finland, Mr Danielle Perini.

Interski President Erich Melmer and Ambassador Perini addressed a few words of greeting to the meeting.

The President then declared that the delegates' meeting had been called within the period prescribed.

Attendance is shown as follows:

List of attendees and votes

V = votes | Pd = paid | Pres. = present | VR = voting rights

	Country	Stamps	V	Pd.	Pres.	Represented by	VR
1	Andorra	501	2	Y	N	XXX	0
2	Argentina	700	2	Y	Y	Justo Olivieri	2
3	Australia	510	2	Y	N	XXX	0
4	Austria	5,001	7	Y	Y	Roger Mure Ravaud	7
5	Belgium	150	1	Y	N	XXX	0
6	Bosnia Herz.	46	1	Y	N	XXX	0
7	Bulgaria	250	1	Y	Y	Petar Grouev Iankov	1
8	Canada	500	1	Y	Y	Martin Jean	1
9	Chile	50	1	Y	N	XXX	0
10	Croatia	505	2	Y	N	XXX	0
11	Czech Republic	500	1	Y	Y	Jiri Kotaska	1
12	Denmark	510	2	Y	N	XXX	0
13	Finland	501	2	Y	Y	Timo Welsby	2
14	France	9,353	11	Y	Y	Gilles Chabert	11
15	Germany	3,010	5	Y	Y	Wolfgang Pohl	5
16	Great Britain	1,200	3	Y	Y	Debbie Kahdi	3
17	Greece	250	1	Y	N	XXX	0
18	Holland	510	2	Y	Y	Frank Luiten	2
19	Hungary	50	1	Y	Y	Katalin Egri	1
20	Ireland	70	1	Y	Y	Peter Siver Gillespie	1
21	Israel	150	1	Y	N	XXX	0
22	Italy	11,000	12	Y	Y	Giuseppe Cuc	12
23	Japan	1,057	3	Y	Y	Yuichi Mabuchi	3
24	Korea	500	1	Y	Y	Donghwan Kim	1
25	Liechtenstein	25	1	Y	N	XXX	0
26	Montenegro	120	1	Y	N	XXX	0
27	New Zealand	500	1	Y	N	XXX	0



28	Norway	400	1	Y	Y	Björn Ove Larsen	1
29	Poland	150	1	Y	Y	Krzysztof Zieba	1
30	Romania	185	1	Y	Y	Codru Popescu	1
31	Russia	510	2	Y	Y	Evgeniya Sedelnikova	2
32	San Marino	160	1	Y	Y	Corrado Sulsente	1
33	Serbia	60	1	Y	Y	Dejan Spasojevic	1
34	Slovakia	40	1	Y	N	XXX	0
35	Slovenia	501	2	Y	Y	Sandi Murovec	2
36	Spain	2,500	3	Y	Y	Hans Breitfuss	3
37	Sweden	330	1	Y	N	XXX	0
38	Switzerland	4,500	6	Y	Y	Karl Eggen	6
39	Turkey	180	1	Y	N	XXX	0
40	USA	520	2	Y	N	XXX	0
	Total	47,555	92		24		71

24 out of a total of 40 member associations were represented. The attending delegates represented 71 votes out of the total of 92 authorised voting rights.

The President proposed that Petar Jankov (Bulgaria) and Katalin Egri (Hungary) act as vote counters.

Resolution 1/DM 2014

The delegates' meeting 2014 had been properly convened and therefore had a quorum.

Both vote counters proposed were unanimously elected to carry out their tasks.

Item 2 Report of the ISIA President and Vice President

The President provided an overview of the activities in 2013.

There had been a focus on the minimum standard and the database with further development of quality and training to boost the significance of the ISIA card and stamp.

It has been possible to include an ISIA competition at the Interski. We will have to see if the World Championship can be replaced by this.

The revision of the bylaws had been prepared according to the instructions of the DM in Ushuaia: The Social Media Project has been launched but requires the cooperation of all members if it is to be successful. Although our website is functional, it is no longer quite up-to-date.

In the area of marketing, individual initiatives are being carried out to capture the interest of ski instructors in the member countries.

ISIA was able to present itself at the FIANET annual meeting in Levi, Finland, to



international cableway companies. It is now up to the individual members to approach the mountain cableways in their countries and to establish contact. The focus of the cooperation should not be on discounts for ski instructors. Whether discounts are granted is solely at the discretion of the mountain cableways.

ISIA has financial stability with reserves of about CHF 100,000.00, but even with this amount, it is currently not possible to make any major leaps forward.

We need to think carefully about what ISIA should do in the future because if the association is to be run professionally and all cost centres are to be paid, we will hardly survive one year with this level of reserves.

Vice President Europe: Vittorio Caffi

Gave an overview of all inspection activities. 3 member associations, Finland, Norway and Sweden had been inspected and qualification for the ISIA card had been confirmed for all three.

There have been new applications for the card from Chile and Russia.

ISIA database: 22 countries have entered their ski instructors, a total of 26,000 sets of data have now been entered in the database.

There is now talk of an app which would help you to search for ski instructors using a smartphone and which would help you to find your way round the ski resorts.

Some of our member associations have reservations concerning data protection provisions but firstly, we do not hold any sensitive data and secondly, each ski instructor has the option of blocking their own account.

Vice President America: Martin Bacer

Is only speaking on behalf of Argentina today. He confirmed that intensive preparations are being made for the Interski and he really hopes to be able to welcome all representatives of the skiing world in Ushuaia.

Vice President Pacific Region: Yuichi Mabuchi

Pointed out that he has now been Vice President of the Pacific Region for 10 years. Cooperation has been very good with the neighbouring country Korea and ski instruction is now being strongly developed there.

However, there are great differences in opinion on the ISIA steering committee. Even though we all come from different countries of varying sizes and varying cultural backgrounds, our goals should be the same, he says. Discussion and exchange of opinions are undoubtedly a good thing but this should not lead to a situation where we can no longer be friends. He expressed the firm hope that the organisation within ISIA would improve.



The President gave the floor to Gilles Chabert, executive committee member. Gilles Chabert thanked him for this opportunity. He was pleased to be able to speak here as President of SNMSF and not as a member of the steering committee, as he does not fulfil this mandate. He is pleased about the developments in ISIA policy. He said he did not wish to sit at the front with the steering committee as he has never taken part in their meetings. He has often spoken to and telephoned the President Riet Campell and is in regular contact with him. He has told him that France has problems with the fact that Italy, the largest country in the ISIA based on the number of ski instructors, is not represented. It has been said that Hugo Reider, who has not been voted in as General Secretary, and Vittorio Caffi are from Italy but Italy is nevertheless not represented on the ISIA steering committee. Because Riet is the President, he can make such decisions! He personally has problems with the fact that Italy is not represented. In two years there will be elections again and we will then see how things will continue.

Item 3 Approval of 2013 annual accounts and discharge of the steering committee

President Campell presented the 2013 annual accounts in detail together with the treasurer Jiri Kotaska and explained the individual expenditure and income sections.

Auditors' Report

As neither of the official auditors were present, Kati Egri and Frank Luiten undertook the inspection of the accounts for 2013.

Frank Luiten confirmed on behalf of the auditors that the 2013 accounts had been inspected and found to be in order. The auditors recommended that the annual accounts be approved and that the steering committee be discharged from liability.

Resolution 2/DM 2014

The DM approved the 2013 accounts and discharged the steering committee from liability.

Item 4 Membership fees

The steering committee is of the opinion that no increases are currently necessary.



Resolution 3/DM 2014

The DM agreed unanimously to leave the membership fees the same as last year.

Item 5 2015 Budget – Approval

The President briefly explained the budget for 2015: basically income and expenditure will remain much the same. However, some documents need renewing and a small brochure on the activities of the ISIA is to be printed, which is why the budget shows a loss of CHF 10,000.00.

Resolution 4/DM 2015

The 2015 budget was approved unanimously.

Item 6 Proposals

6.1 Proposal of the Netherlands – Alteration to Art. 12 minimum standard

The Dutch association had submitted a proposal for alteration of the minimum standard, according to which an age handicap should be introduced in the technical test.

Discussion:

Gilles Chabert: France is quite definitely against an age handicap. There are certain things that you simply cannot do any longer when you reach a certain age. The profession of ski instructor is a risky profession which is exposed to certain dangers. We should vote on this proposal!

Justo Olivieri: We need to distinguish between two issues here. If we are talking about newcomers, when someone a bit older begins training as a ski instructor for the first time, then he would also agree that such a person should meet the same requirements as everyone else. For existing ski instructors who have already passed all the examinations and only need to pass the test, a handicap may well be justified.

Umberto Balin: Explained that he had passed the Eurotest at 46 years of age and was proud of this and asked the meeting how it would be if someone passed the test at the young age of 20, but could no longer manage it later, for example at the age of 46?

Wolfgang Pohl: Asked, with regard to newcomers, which professions actually offer preferential treatment to older applicants?



President Campell summarised the results of the discussion and put the proposal of the Netherlands to the vote: Should a handicap rating be introduced for older ski instructors for the technical test?

Resolution 5/DM 2014

The DM decided as follows:

15 votes YES, 55 votes NO, 1 ABSTENTION

The proposal of the Netherlands is therefore rejected.

6.2 Alteration to the rules of internal procedure (voting rights)

At the DM in Ushuaia, an initial draft for an alteration to the membership fee rules and the allocation of votes had been presented and the DM had instructed the steering committee to refine the proposal and present it again at the next general meeting. The proposal had been sent to all members and could now be put forward for discussion.

Wolfgang Pohl: The DSLV is in agreement that the ISIA database be conclusively linked to the number of votes. Only the instructors listed in the database should count!

Gilles Chabert: If there is to be an alteration, we need a proposal for it. France and Italy pay the most into the ISIA but they have not proposed to pay less. France currently has approx. 12,000 ski instructors but if it's not going to have any more votes in the future, corresponding to the number of ski instructors, it will only state the minimum number of instructors and pay for that number.

With regard to the requirement that all ski instructors be entered in the ISIA database, he could only say that as long he is president, he will never let the data of French ski instructors be entered in the ISIA database.

He would like to know who made this proposal.

Riet Campell: Responded that he had said himself in Krakow that the voting procedure should be changed. Also, the database had been decided by the DM in Jesolo and there had been no vote against it from France.

Giuseppe Cuc: Italy is also not in favour of this system. AMSI does not want to have an ISIA card anymore and the Italian ski instructors would also no longer be in the database. AMSI is against this system. 12,000 ski instructors are registered in AMSI but the association is not represented in the ISIA. AMSI had given their ski instructors the option and only 4,000 wanted to have the stamp. If you were to ask the ski instructors in Italy today, then only 10% at the most would say YES, and then only because of the discounted lift tickets.

AMSI is definitely against this proposed alteration.



Gilles Chabert: There are no doubt certain sections of the bylaws that need revising but not this one currently under discussion. He had not meant this section!! We are addressing the wrong issue here. The problems raised in Krakow and also those before have not been processed at all. If Greece is to have the same weighting as France, then he has a problem with this. The bylaws no doubt need fundamental changes but not in this way.

Riet Campell: Was surprised at these comments as work had already been being carried out on this issue for the past 3 years. For the proposals of Great Britain and France, more than CHF 6,000.00 has already been spent on the translation of the requests alone.

Karl Eggen: Expressed the opinion that a heterogeneous association needs to make compromises.

Gilles Chabert: Is of the opinion, on the other hand, that it is difficult to live with compromises. We need a system which does not make anyone frustrated. Maybe we should set up groupings within the ISIA. We need bylaws to give appropriate representation to the countries. You cannot lump everyone together.

Wolfgang Pohl: Thanked Karl Eggen for his balanced statement and the President for the proposal. He is in favour of compromises as a democracy can only function with compromises.

We need another motivation for ski instructors in the associations to become members of ISIA, not just the lift pass discounts. There must be reasons backed by content:

You can still keep referring to the so-called "ski instructor nations" but you should not forget who the visiting guests there are. The source countries cannot simply be ignored.

Giuseppe Cuc: Suggested withdrawing this proposal again for today and rethinking and reworking it. Another system is definitely required but we should not take a vote on it today.

Valentin Kiedaisch: Believes he is not just on the executive committee as an inexperienced member of "Generation Y" although he himself has an open mind regarding legacy problems. He is not a politician but primarily and principally a ski instructor. We need to start working together towards a compromise.

President Riet Campell put to the vote that the decision on the alteration proposal to the rules of internal procedure II/§2 be suspended and reworked.



Resolution 6/DM 2014

The proposal was accepted unanimously by the DM. There was no vote carried out on the alteration to the rules of internal procedure. The alteration proposal presented today will be reworked.

Item 7 INTERSKI 2015 – Ushuaia – Argentina

Justo Olivieri gave a detailed presentation on the Interski congress to be held in Ushuaia.

Item 8 Congress/DM 2016

The next DM in 2015 will be held during the INTERSKI Congress in Ushuaia, Argentina.

Switzerland has submitted an application to host the congress and DM 2016 as they would like to hold the event together with the Swiss Snow Happening, either in Lenzerheide or St. Moritz.

Resolution 7/DM 2014

The DM unanimously welcomed the offer from Switzerland and assigned the organisation and implementation of the congress and DM 2016 to Swiss Snowsports.

Item 9 2017 ISIA World Championship

An ISIA competition will be held at the Interski in Ushuaia which still needs to be precisely defined.

We then need to basically decide if an ISIA World Championship should be carried out again in 2017.

A corresponding decision will not be made until the DM in Ushuaia.

Item 10 Miscellaneous

President Campell informed the meeting that the steering committee had approved the holding of an ISIA Golf World Championship in Interlaken/Switzerland for September.

According to Beppe Cuc, there is a European golf championship for ski instructors taking place at the same time.



Serbia has advised of an internal association restructuring and change in membership regarding the name:

The ISIA membership for Serbia will be in the name of the "PROFESSIONAL ORGANISATION INTERSKI SERBIA – S.O.INTERSKI SRBIIA (SOIS)" in future instead of the "Association of Ski Instructors of Serbia – Udrzenje Instruktora Skijanja Srbije (UISS)" as it was previously.

Resolution 8/DM 2014

The DM unanimously took note of the membership change for Serbia.

The name of the Serbian member association is "PROFESSIONAL ORGANISATION INTERSKI SERBIA – S.O.INTERSKI SRBIA (SOIS)"

Timo Welsby thanked all the participants and hoped to see everyone again in Finland.

As there were no further requests to speak, President Campell closed the meeting at 5 p.m. He also thanked all the participants and Timo Welsby and the Finnish association for the good organisation and thanked the interpreters for their patience.

President

Riet R. Campell

Keeper of the minutes

Hugo Reider