



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

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# Minutes

## Meeting of the Executive Committee 02/2015

Mai 10<sup>th</sup>, 2015

Budapest, Hungary

Danubius Grand Hotel Margitsziget



## **Present**

<b>President:</b>	Riet Campell
<b>Vice president Europe:</b>	Vittorio Caffi
<b>Vice president America:</b>	Martin Bacer
<b>Vice president Pacific Area:</b>	Yuichi Mabuchi
<b>Interpreter:</b>	Kiminobu Sugiyama
<b>Treasurer:</b>	Jiri Kotaska
<b>Advisor:</b>	Valentin Kiedaisch
<b>Advisor:</b>	Dave Renouf
<b>General Secretary:</b>	Hugo Reider

## **Absent:**

<b>Advisor:</b>	Gilles Chabert
<b>Advisor:</b>	Richard Walter

The Meeting commenced on May 10<sup>th</sup>, 2015, at 9 am, at the Seminar Room Bela of the Danubius Grand Hotel Margitsziget in Budapest, Hungary.

## Regarding the AGENDA of the Meeting:

The Agenda has been sent to all the members of the Executive Committee. As there were no requests for addenda or changes, the agenda was considered adopted. The withdrawal of various members is treated under item 7. The working plan for 2015-2016 is treated under item 12 "Meeting Dates", and will be drawn therefrom.

The President opened the meeting and gave the floor to Kati Egri, President of the Hungarian Ski Instructors Association. Kati Egri welcomed all the members of the Executive Committee, gave a short report about the Hungarian association and expressed her best wishes for a constructive meeting.

### **1. Welcome**

President Campell greeted the members of the Executive Committee who were present and thanked them for their attendance. He especially thanked Kati Egri and the Hungarian Ski Instructors Association for the organization of the meeting and their hospitality. He presented Valeria Cova, who, as the successor to Seraina Kuppelwieser at Swiss Snowsports, now handles all affairs related to the ISIA. Helga Oles retired at the end of April. A cordial thanks to Helga from all of the ISIA and our best wishes for the future.



Frank Lund participated in the Meeting as the auditor of accounts, and, on this occasion, will also verify the accounts for 2014, with the assistance of Kati Egri. Vice-president Mabuchi announced that Eiichi Kodama, for personal reasons, has resigned from all of his official functions within the SIA and that Kiminobu Sugiyama would, in future, be Mabuchi's interpreter during ISIA meetings. The President welcomed Kiminobu Sugiyama and asked for his sincere thanks to be expressed to Eiichi Kodama for the work he has undertaken during his many years with the ISIA. Eiichi Kodama has been one of the pillars of the ISIA, who, together with individuals like Mssrs. Gattermann, Gamma, Roldan and many others, has made a lasting impact on the history of the ISIA. The President extended his sincere thanks for the work accomplished together, and asked that this be expressed to Eiichi, along with his best wishes.

The President regretfully had to communicate a sad piece of news. Our dear friend and longstanding companion, Mr. Björn Zeitz, passed away on April 17<sup>th</sup>, 2015. Björn died from a pancreatic cancer that was diagnosed last August. After a minute of silence in honour of Björn Zeitz, during which all stood, the Meeting resumed.

## **2. Reports of the President, the Vice president and the members of the Presidency**

### **2.1 Report of the President**

An interesting winter season, though fairly difficult for Switzerland, has come to an end. Difficult in no small part because of the revaluation of the Swiss Franc. However, ski schools have lost less revenue than hotels and ski-lifts: some 5% as opposed to the 20% for hotels and ski-lifts.

As far as actual training is considered, there is confidence that the next generation has been secured. There remains a strong level of interest in individuals becoming both Alpine and Cross Country Ski Instructors. However, the interest in becoming a Snowboarding instructor is showing no real sign of expansion. Regarding the ISIA, we have had a turbulent time. This theme will be treated below under the heading of "Politics".

In the face of a worldwide snow sports crisis, which would necessarily demand our full engagement to counteract, we somehow find we are not presently able to work together. On the contrary, we appear to be fighting against each other, and apparently sometimes even with not completely fair means.

In 1999 I took the mandate of ISIA President and, together with many of you, our objective was to create a uniform, world-wide ski instructor training, that would provide high standards in skills and safety. Unfortunately, developments have gone in the wrong direction. Many ski instructors representatives believe that they have a monopoly on ski instructors training and are convinced that only they produce ski instructors that are worthy of the title. They do not want to tolerate highly qualified professionals from their neighbours, who might come across the border. What began as an endeavour to facilitate ski instructors' mobility has devolved into protectionism and competition.

Nevertheless, a lot of countries have achieved great progress through the im-



plementation of the ISIA Minimum Standard.

The task of the ISIA remains to enable young snow sports instructors to receive quality training and therein be able to teach worldwide. For the ISIA, the work of the ski instructor must always remain at the centre, above and beyond the private interests of individuals.

At the beginning, we still thought that we could reach mutual recognition of credentials, on an association level, between colleagues. However, when main countries started advancing with their own instructors and when tour operators became significantly involved, through which they began employing unqualified personnel, competition simply exploded. Unfortunately, it did so in a most unprofessional manner. Regrettably, it was ski instructors themselves who received the bulk of criticism, and not the travel agencies or tour operators who have flooded the market with individuals of unverified credentials, not to mention some with no qualifications at all. It would appear that there are individuals who merely pretend they are actual ski instructors.

At present, the narrative assumes that the ISIA is responsible for everything that has gone wrong. We need to rectify this!

Requests to speak:

Jiri Kotaska: The ISIA has performed admirably and has also achieved great success. It is only a few people who want to put the whole responsibility on the ISIA.

Dave Renouf: We all have similar objectives. The ISIA Minimum Standard is a good thing, but it is not everything. Furthermore, we need to realize that we cannot have an impact on what governments decide to do.

Three major ski countries have decided to leave the ISIA. We must think about what it really means.

We all have similar objectives: the training of young ski instructors and the recognition of credentials. The ISIA Minimum Standard cannot simply be imposed, even if it is worthy of merit. The decision rests with government.

As the ISIA, we must communicate with each other. We must not only put arguments forward with laws and regulations. At the moment, we are in the middle of a war, and we must chart a course away, back to peace. We must try and understand why some countries have decided to leave the ISIA.

In Ushuaia, we should not only discuss the Minimum Standard. It will also be important to see and to analyse why America, Japan and other extra-European countries are members of the ISIA at all.

There are countries that feel that they are not adequately represented within or understood by the ISIA. Their perspectives are completely different.

We must understand why these countries think that they are in a situation of competition.

The BASI has integrated the Minimum Standard in its training.

Jiri Kotaska: The Minimum Standard has considerably helped many countries to understand what a Ski Instructor is – or at least what they should be!

Vittorio Caffi: It has been offered by some that the ISIA should not get involved in recognition of credentials. However, it is the remit of the ISIA to concern itself with the conditions of work for Ski Instructors.

Yuichi Mabuchi: I have been a member of the ISIA Executive Committee since the DA that took place in Croatia in 2004. At the time, we all worked together harmoniously.



I think I understand now why the three countries have withdrawn from the ISIA and are opposed to the Minimum Standard. Initially, 450 hours of training were envisioned. At the time, Richi Walter had already said that there should be only one level of training which should fall within the range of 800-1200 hours of training. In Austria, a Ski Instructor has to follow a minimum of 1000 hours to reach the highest level.

We have created the Minimum Standard to facilitate a majority to reach this minimum level which forms the basis of the Ski Instructor. For many countries, it is already quite difficult to reach this minimum level and this is why the number of 320 hours has been the level determined to obtain the ISIA Stamp.

For Japan, the Minimum Standard represents a very good system. With the two levels of Stamp and then Card, the system is balanced. And we determine only the minimum, and not the maximum. Each country is free to supplement the training. Accordingly, I do not understand why one can be against the Minimum Standard.

In my opinion, the ISIA should continue with the Minimum Standard.

Martin Bacer: North and South America have very different training systems. However, with the Minimum Standard, one does justice to all systems.

This winter, 1100 Argentinian Ski Instructors worked abroad. The Argentinian training demands a minimum of 680 hours. Argentina also is clearly above the Minimum Standard.

It should be remembered that the clients of Ski Instructors and Ski Schools originate from all over the world. They are not the property of individuals.

## **2.2. Report of the Vice president Pacific**

Yuichi Mabuchi: It is regretted that we were not invited to the European Commission discussions in Brussels.

In the Czech Republic (Pod Sněžkou), we received very good answers from Mr Jens Gaster. I also think he has understood where the truth lies. We should make better use out of this situation and carry on asking questions and have our voice heard. It is impossible to understand why we cannot participate in Brussels. Regarding the ski season in Japan, it should be noted that we had significant amounts of snow this year. In fact, there has not been this amount of snow in many years. Over the past year, the total number of skiers has expanded once again, and it is now primarily families that are participating.

However, new problems have arisen, as there is an increasing amount of foreigners who are coming to Japan to teach. There are significant amounts of Austrians and New Zealanders. Many customers come to Japan to ski in deep snow. And the many foreign ski guides operating here, take advantage of this, even though they are not recognized as proper Ski Instructors. Still, their numbers continue to increase.

With regards to the preparations for the Interski Congress, they are running well.

## **2.3 Report of the Vice president America**

Martin Bacer: Argentina will conduct two ISIA Tests during the winter. They will commence shortly. For us, in Argentina and Chile, the ISIA is very important. We have recorded the best results as a result of the introduction of the Minimum Standard and we can attest to the raising of quality in general.



## **2.4 Report of the Vice president Europe**

Vittorio Caffi: the winter was, politically, a very intensive one. At the meetings of the Executive Committee, initially in Flumserberg and then reaffirmed in the Czech Republic, it was decided to resume intensive contacts with Brussels. All the measures undertaken have been fully in accordance with the By-laws as have the decisions taken. We continue to maintain regular communication. Our decisions are uploaded on our website and are available for all to see. Additionally, we have merely applied within the Presidency what has been previously decided.

It is good to hear that the Minimum Standard is being applied properly in America and Asia, but also in Europe, which means we are working in the right direction. Regarding Brussels, a rectification is required: We now appear to have become members of a parallel organisation, which is accredited in Brussels and represents the concerns of outdoor employers.

The EC-OE (European Confederation of Outdoor Employers) was officially invited to the meeting in Brussels, dated 07.02.2015, whose theme was the Ski Instructor Profession.

They have asked for our expert advice to tell them how a Ski Instructor should be trained and what requirements he should fulfil.

We have referred them to the already existing Minimum Standard which was adopted in 2008 by all Member Countries; and to the requirements of the EU. Out of this a document, released as a “common statement”, has been issued. Although in Isesolo, during the final vote, we removed the term “Harmonization” from the text, the Minimum Standard still represents the common basis on which all Member Countries fashion their training.

## **3. Report of the Technical Committee - Visits to Member Countries for verification purposes**

Vittorio Caffi thanks Valentin Kiedaisch and the German Association of Ski Instructors for contributions to the Technical Committee which were reinforced by two experts from Germany.

5 inspections have taken place:

1) Russia: Russia has conducted 2 ISIA Tests: one in Rosa Khutor, Sochi and another one in Ural, in Abzakovo, Magnitogorsk. The maintenance of the standards during the ISIA tests was confirmed.

Unfortunately, there was not enough time to attend the final exams in Stubai. A small misunderstanding led to the attribution of the ISIA Stamp to Ski Instructors of Level B. The conditions for such an attribution do not exist yet.

2) Finland: we were present at the ISIA Test in Levi and the final examinations leading to the ISIA Card in Vuokatti. The conditions to obtain an ISIA Card were already verified last year. This year, it was the examinations which were verified. The verification was positive in all its aspects.

3) Norway: ISIA Test in Myrkdalen. Norway has integrated the test in its training. Test, training and examinations fulfil the criteria.

4) Latvia: for the moment, Latvia has the status of an observer. For a full membership, a confirmation is required that the Minimum Standard criteria are fulfilled



for both training and examinations.

According to the assessment by the inspectors, it was considered that the level of the trainers did not correspond to the level required for an ISIA Stamp. Currently, the training has been passed on to a Finnish expert (Ski School). He has received a mandate to operate as a private person, without any relationship to the Finnish Ski Instructor Association. At the moment, Latvia is not able to conduct an independent Ski Instructor training.

5) Rumania: Rumania has conducted an ISIA Test in St. Michael – Lungau (Austria). The conditions were regular, the run was technically in order, the reference skiers according to standards, as well as the official timing.

A more detailed verification of the documents is still required, but, in principle, the Romanian training fulfils the criteria for the ISIA Card.

### **Decision 1-2/15**

Regarding the Latvian Ski Instructors Association, no positive expert advice can be currently given regarding admission as a full member of the ISIA.

### **Decision 2-2/15**

Rumania fulfils the conditions for an ISIA Card, which may be issued to Rumanian Ski Instructors of the category 1 (who have passed the ISIA Test) – and to those who have previously acquired a recognized relevant equivalent.

### **Decision 3-2/15**

The Technical Committee will be reactivated during the Meeting of the Executive Committee in Ushuaia. It is worth mentioning that both experts and controllers must work within the frame of their national training.

All decisions have been adopted unanimously.

President Campell returns to the subject of the ISIA Test in the Czech Republic noting that the Test was perfectly organised by APUL and also conducted in an exemplary fashion. The President expressed his slight disappointment at the low number of participants.

## **4. Interski Congress 2015 in Ushuaia – Report**

Martin Bacer reports:

The Meeting of Interski International has just been closed. To date, 37 countries have enrolled to the Congress and we anticipate there will be approximately 800 participants.

The precise program will be sent this month to all participants.

The competition organized by the ISIA is raising the interest for the Congress. The mixing of countries during the Parallel Slalom seems a good idea as it shows that we are all working as a community.

The idea to handle snowboarding separately has found an initially positive resonance. In South America, it should be noted, snowboarding is still considered within the genre of mountain climbing.

Ushuaia has invested approximately 6 million dollars in the ski installa-



tions for the Interski. This should promote growth of winter sports in South America.

The Interski in Ushuaia is certainly going to be slightly different than what one is used to. There is a different idea behind it, which you will experience yourself. In any case, we shall give our very best.

At the moment, we are experiencing inflation of 40%. You can imagine how difficult it is to keep prices stable.

Regarding the run:

All countries and associations are free to participate, not just the ISIA.

On Monday, a Giant Slalom, Ladies and Men (Single Competition), will take place.

The winners will receive the titles of INTERSKI Champion Ladies and INTERSKI Champion Men.

For the INTERSKI Champion competition by country, the times of the three fastest Men and the fastest Lady will be added.

This run also doubles as a qualification run for the Parallel Competition.

16 Ladies and 48 Men are divided to create 16 teams.

A draft of the Competition Rules written by Jan Kindschi and his team was handed over to the Members of the Executive Committee and is attached to these Minutes.

Workshop + Shows:

Take place every morning, 5 runs per country in total, out of which 3 show runs, 1 run with a technical content (based on the Training Concept) and 1 run with a fixed content (Carving with long curves, Carving with short curves and Carving Competition).

Lectures:

Each workgroup receives two hours at its disposal for a key lecture and a general meeting.

In addition to the key lectures there are also small lectures. Each country is allowed to give a minimum of two small lectures, but possibly four or five, depending on the total amount of lectures announced. There are no fixed themes, and the lectures are organised according to the following categories: Environment; Technique; Methodology; Marketing; Safety; Risk; Sport + Medicine; Future.

#### **Decision 4-2/15**

The key lecture of the ISIA has to be based on the statistics compiled by Laurent Vanat, as long as he approves their use, and as long as they shed a light on the general situation of snow sports world-wide.

The Meeting is recessed at 12:30 for lunch and resumes at 14:00.





## 5. ISIA Delegates Assembly 2015 in Ushuaia

Establishing the agenda of the Delegates Assembly in Ushuaia.

An animated discussion arose regarding individual agenda items.

Workshop 2016: what theme should be used?

Proposal: off-piste in all its possible variations! How can such a workshop be organised on the ground?

Further proposal: The Future of Snowboarding! We could create a platform for the interaction between industry, schools, teachers and training teams.

The German Ski Instructors Association indicated it would potentially be ready to organise such a workshop.

Some have suggested sending a survey to members.

### **Decision 5-2/15**

Each member of the Executive Committee must submit their proposals for a workshop by the end of May; the Presidency will then decide the theme of the workshop.

The Workshop will be held in January 2016. The location will be decided by the Presidency, after the individual Executive Committee members have been informed by e-mail. (The decision was unanimously passed).

Membership fees:

Through the revaluation of the Swiss Franc, the membership fees have already effectively been increased.

### **Decision 5-2/15**

Membership fees to be maintained for 2016 at the present level. (The decision was unanimously passed).

ISIA World Championship 2017:

The Executive Committee considers that the World Championship should be maintained. The year 2017 would be the 14<sup>th</sup> time they have been held since 1980.

It would be useful to compile a list of the benefits of hosting a World Championship.

To date, there is one candidate, the NRLI (Russia).

### **Decision 6-2/15**

The World Championship 2017 will be put as an item to the agenda of the Delegates Assembly in Ushuaia.

Russia will have to submit its candidacy for hosting the Championship there. While there, they will also have to specify the costs of the event.

The minimum number of participants for the event to be carried out has been set at 15 national associations. (The decision was unanimously passed).



The full agenda is attached to these Minutes.

## 6. Situation with the EU

Many things have already been said regarding this point.

On May 7<sup>th</sup>, a meeting took place in Brussels, amongst a small contingent of states, to which the Commission had invited seven experts originating from France, Italy, Germany, Great Britain, Spain, the Czech Republic and Finland. Among these, Dave Renouf and Jiri Kotaska, members of the Executive Committee, were present.

The EU Commission seems decided on the issuing of a Delegated Act. The EU Commission wanted to know, once more, from the experts, what technical and pedagogical aptitudes a highly qualified ski instructor must have who has succeeded at the “Common Training Tests” following Art. 49b of the EU Directive 2013/55, and how the mobility of professional Ski Instructors can be promoted.

A Delegated Act according to 49a, based on the “Common training framework”, appears not to be germane.

The Delegated Act should only refer to highly qualified Ski Instructors, to the exclusion of all the other training levels.

It has also been implied that a list of national organisations which are entitled to deliver qualifications would be produced, and that this list should be attached to the Delegated Act and consequently be an integral part of it. Only the qualifications of these national organisations may be recognized. There will be no more meetings with the associations. From now on, the Commission will meet and act alone. Prior to September there should be a proposal for a Delegated Act, which will then be discussed solely with governments and government representatives.

Regarding the ISIA situation:

Dave Renouf: We must ask ourselves how we want to continue with the three nations in question (France, Italy and Austria). And we must prepare ourselves to be asked why they have withdrawn and what steps we have taken to counteract their plans for departure. How do we justify the fact that we have lost such an important number of members?

Riet Campell: Our “News” bulletin already constitutes an answer. It includes everything. All these topics can also be referred in our minutes. We have tried to implement what the Delegates Assembly and the Executive Committee have decided.

Vittorio Caffi: The ISIA has often tried to find a compromise, but the three associations did not want to move from their position an inch.



## **7. Withdrawal of the ISIA by the SNMSF, the ÖSSV and the AMSI**

The Ski Instructors Associations of France (SNMSF), Austria (ÖSSV) and Italy (AMSI) have submitted their letters of withdrawal from the ISIA to the Secretary's Office in addition to all the Member Countries.

The letters of withdrawal have been submitted duly and on time.

### **Decision 7-2/15**

The Executive Committee acknowledges receipt of the letters of withdrawal of SNMSF (France), ÖSSV (Austria) and AMSI (Italy).

The withdrawals are declared to be in accordance with regulations and shall become valid on 31.12.2015. (The decision was unanimously passed.)

## **8. Finances**

The withdrawal of the three associations will halve the earnings of the ISIA starting from next year.

Thankfully, the ISIA has accumulated reserves over the past years, of approximately SFr. 250.000,00. With the expenses of the association remaining the same, the association can survive for a minimum of 10 years.

## **9. Membership Fees**

The freezing of the membership fees for next year was already decided under agenda item 5.

## **10. Annual accounts for 2014**

The auditor Frank Lund, and Kati Egri, verified the annual accounts for 2014 as well as the finances and found them in accordance with the regulations.

The annual accounts match almost exactly the budget requirements.

### **Decision 8-2/15**

The Executive Committee approves the annual accounts for 2014 to be presented at the Delegates Assembly in Ushuaia. (The decision was unanimously passed.)

## **11. Budget 2016**

In the 2016 Budget, there will be SFr. 40,000.00 missing due to the departure of the three main contributors, which is why the budget had to be reduced accordingly.

With a similar amount of activities within the ISIA and identical expenses, a



budgetary deficit of SFr. 19.550,00 has been projected for 2016, which should be easily brought in balance through utilization of reserves.

### **Decision 9-2/15**

The Executive Committee approves the 2016 Budget with a deficit of SFr. 19.550,00 to be presented to the Delegates Assembly in Ushuaia. (The decision was passed unanimously.)

## **12. Meeting Dates**

Future **meeting** dates:

5 – 12 September 2015: INTERSKI Ushuaia  
September 2015 – Executive Committee Meeting – Ushuaia, Argentina  
September 2015 – ISIA Event: INTERSKI Champion  
September 2015 – Delegates Assembly – Ushuaia, Argentina  
December 2015 – Executive Committee Meeting – Tokyo – Japan  
January 2016 – Workshop and Technical Event  
March 2016 – Executive Committee Meeting (still to be determined)  
Between 06.04.2016 – 10.04.2016 – Delegates Assembly – Lenzerheide, Switzerland

The work programme for 2015-2016 needs to be re-drawn: the President and the GS will recast the programme and send it to the members of the Executive Committee.

## **13. Various**

The GS asked if the Minutes of the Executive Committee Meeting of Pec pod Snezkou could be approved. As not everybody has read them, an approval by e-mail is expected.

Yuichi Mabuchi: suggests that during the Interski, the importance of the ISIA within the Interski be highlighted. The ISIA is essential to Interski and contributes considerably to it. This time, there will be an ISIA Event at the Congress, in which everybody can participate, even if they are not ISIA members.

In Japan there are two associations; professionals and amateurs. It is a Japanese custom for amateurs to be paid by their guests at the same level as professionals. Both associations are present at the Interski.

There are similar situations in other countries. This is why the important role of the ISIA should be pinpointed during the Interski.

It is being asked whether there is a plan for work assignments for members of the Executive Committee during the Interski and what the proper attire will be: the ISIA or the national uniform.

About assignments during the ISIA Event, the members will be informed on the premises. During official events, the ISIA green uniform should be worn.



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The distribution of voting rights during Interski elections and the choice of the location of the Interski 2019 will be decided during the Executive Committee Meeting in Ushuaia.

As there were no more requests to speak regarding this item and there was nothing more to be added, the President adjourned the Meeting at 5:00 pm.

**The Secretary**  
Hugo Reider, General Secretary

**The President**  
Riet R. Campell