



**Presidium:**

Vittorio Caffi  
Valentin Kiedaisch  
Kiminobu Sugiyama  
Martin Jean  
Katalin Egri  
Jiri Kotaska  
Sandi Murovec  
Tomislav Sepic  
Timo Welsby

Peter Hennekes

**President**

Vittorio Caffi  
eMail: [president@isia.ski](mailto:president@isia.ski)

**General Secretary**

Peter Hennekes  
eMail: [general.secretary@isia.ski](mailto:general.secretary@isia.ski)

**ISIA Office**

eMail: [info@isia.ski](mailto:info@isia.ski)

**Protokoll - Minutes  
ISIA Board MEETING**

**14./15. November 2018, Time 10:00 – SIA Office, Tokyo**

**Traktanden – Agenda**

1. Begrüßung / Welcome

The President welcomes the members of the Presidium and thanks the VP Asia for the preparation and organization of the meeting.

2. Protokolle / Minutes

Some Skype meetings have taken place over the summer. The corresponding minutes are available. There are no objections.

The minutes of the Presidium meeting of January 2018 in Zurich are missing. The VP Europe will prepare the minutes until 31.12.2018 and send this via the office to everybody.

3. Berichte / Reports

The President informed about the election of the new President of Swiss Snowsports, Jürg Friedli. Eric Breche, the new president of the S.N.M.S.F., was also elected in France. The President also informed that a F-I-Ö meeting had been held in Munich in November. Nothing is known about the content.

The VP Asia thanks the ISIA Presidium for having followed the invitation of SIA and for holding a presidium meeting in Tokyo in the context of their 50th anniversary. He also informed, that he had invited the Ski Instructors Association of China to Tokyo for the celebrations. Unfortunately, the responsible persons had to cancel their participation because of other obligations.

The VP America informs about his conversations with PSIA about the implementation of the ISIA-Card standard in the USA. A first ISIA test with an ISIA-TC inspection is planned for winter 2018-19.

The VP Europe informs about current requests of some national ski instructor associations. He will coordinate and answer the inquiries in the TC.

#### 4. Interski Kongress / Interski Congress 2019, Pamporovo

##### a. Programm / program

The program for the congress is ready and has already been sent to all nations. The ISIA General Assembly will take place on 19.03.2019 in Pamporovo. The ISIA Presidium will meet on Sunday, 17.03.2019 from 09:00 to 13:00.

##### b. ISIA Demo-Team

The President informs about the possibility for all ISIA members who cannot attend the Congress to be part of the ISIA Demoteam. A corresponding information has been sent to all members. Bosnia-Herzegovina was interested in this possibility. At the moment there are no complete applications for the ISIA Demoteam.

##### c. Interski Skischule / Interski ski school

The President informed about the procedure of the Interski Ski School. The Presidium believes that the Interski Ski School is a very good opportunity to present the teaching competence of the ISIA member nations. In order to reach this goal, an early planning has to be guaranteed. Timo Welsby has the responsibility to take care of this in coordination with the VP Europe and to organize everything else directly with the members. The ISIA Office will design and produce five beach flags. These will be installed in the meeting arena of the Interski Ski School in Pamporovo. In the future, the ISIA presidium will follow the goal of implementing this teaching offer for young snowsports talents as an ISIA ski school.

##### d. Zukunft von Interski / future of Interski

The Presidium discussed the various points raised at the Interski Meeting on 13.10.2018 in Frankfurt. The President and the GS were present at this meeting. The Presidium agrees to continue to hold a strong role at the Interski Congress in the future. ISIA is still open to any suggestions from all associations and is in favour of professionalising the congress and opening it up to other stakeholders in wintersports tourism.

##### e. Produkte zur Vermarktung / merchandising products

The ISIA Presidium would like to have various merchandising products (caps, caps,

pins, stickers, badges, lanyards etc.) with the ISIA logo produced for the congress. The ISIA Office will submit proposals and offers for decision by mid of December. A decision must be made by 10.01.2019 to ensure production by 28.02.2019.

- f. Bekleidung Präsidium / clothing for ISIA board  
The Presidium as well as the ISIA Office are working on a joint performance (ski outfit) at the Interski Congress 2019. The President speaks with Rossignol, the GS with Amer Sports (Salomon, Peak Performance) and Tomislav will contact another possibility. All members of the Presidium are requested to address existing contacts and, if they are interested, to give feedback to the ISIA Office as soon as possible.

## 5. ISIA Kongress / ISIA Congress 2018, Grainau

- a. Zusammenfassung der Workshops Vision 2020 / summary of workshops vision 2020  
The remaining summaries of the workshops are now available and will be published on the website as soon as possible. The various workshops will be discussed again in the Presidium. The President will send the final summaries to the ISIA Office and Alena Bielke will put them online.  
The following decisions will be taken in unanimity on the financial workshop:  
- A job advertisement on isia.ski for a period of two months including one facebook post costs € 200,- from now on.  
- An inspection of the TC costs in the future € 800,- for the duration of two days. ISIA is reserving the right of sending one or two inspectors. ISIA reserves the right to claim for extra travel costs, in case necessary. Allowances for car costs stay as now: 0,60 CHF or 0,55 EUR.  
The VP Europe, as chairman of the TC, will prepare a corresponding procedural instruction for the inspections of the TC and send it to the nations.  
The VP Europe, in coordination with the TC, will revise the corresponding statements in the ISIA quality standard, submit his draft to the Presidium by 15.12.2018 and have it approved by the members at the ISIA General Assembly 2019. The frequency and prerequisites for the inspections are to be redefined or adapted to current developments.
- b. Abrechnung Präsidium / accounting presidium  
The Presidium unanimously decides that in the future no participation fees for the individual members of the Presidium and the GS may be charged by the organizing nations for the participation in ISIA congresses and other events within the ISIA.

## 6. ISIA Statutenänderungen / ISIA statutes amendment

- a. Wahlsystem / voting system  
The Presidium unanimously decides to ask the Legal Commission (Katalin Egri, Hugo Reider) to prepare both drafts for the new voting system. Both proposals, which were discussed at the ISIA Workshop 2018 in Grainau, will be decided by the ISIA General Assembly 2019 in Pamporovo. The two drafts should be sent to the ISIA Office by 15.12.2018 so that they can be sent to the ISIA members in time. The President informs

Katalin and Hugo about this decision.

b. Weitere Änderungen / further amendment

The Presidium discusses further possibilities for change. A possible change in the area "Acquisition of membership" will not be followed up. The conversion of the currency of the membership fees from CHF to EUR is to be introduced as of the membership year 2020. The GS will prepare a corresponding adjustment of the membership fee schedule, submit it to the Presidium by 15.12.2018 (Annex) and inform the ISIA members about the proposal in the official invitation to the next ISIA General Assembly.

7. ISIA Mitgliederumfrage / ISIA nation survey

The Presidium discusses the member survey to be done before the ISIA General Assembly 2019 in Pamporovo. This survey should clarify the opinion of the ISIA member nations on various projects and ideas. The following points will be presented and asked:

- voting system
- membership fees
- ISIA pyramid
- digital membership card
- expectations of ISIA
- ideas for the ISIA

The survey will be designed by the ISIA Office until 20.12.2018 as an online survey in English, coordinated with the Presidium and sent to the member associations in the middle of January 2019. The feedback will be sent by 31.01.2019 and the evaluation will be available at the ISIA General Assembly.

8. Neue ISIA Database / new ISIA database

The Presidium discusses the situation of the ISIA Database in the context of the new EU Data Protection Regulation. The Presidium is unanimously of the opinion that the database should be adapted to the new data protection regulations and should be available online again by the beginning of winter 2019-20 at the latest. The Presidium instructs the President and the GS to start talking to Snowrecruiter as soon as possible in order to clarify whether the 2016 offer is still up to date, what the basic version should look like and which options should be taken into account for the future (digital ID card, job exchange, ...). The president contacts Snowrecruiter and organizes a meeting.

9. ISIA GA 2019 Pamporovo

a. Einladung / invitation

The ISIA Office will send the invitation to all ISIA members by e-mail at least three months before the ISIA General Assembly.

b. Tagesordnung / agenda

The ISIA Office will send the agenda with all annexes to all ISIA members by e-mail at least one month before the ISIA General Assembly. The final agenda will be agreed by the Presidium in time.

- c. Mitgliedsbeiträge 2020 / membership fees 2020  
The Presidium unanimously decides to leave the membership fee for 2020 untouched. Due to the change of the currency in which the membership fees are to be paid from 2020, from CHF to EUR, there will be a small adjustment.

#### 10. Aktuelle Anfragen / current requests

- a. Serbien / Serbia - Annex  
The Presidium discusses the current request of the Serbian Association UISS. The Presidium confirms its decision of June 2018 again and judges the existing membership of the Serbian Ski Instructors Association SOIS to be correct. The membership has been decided by the ISIA General Assembly. The VP Europe will inform the two associations of the decision of the ISIA Presidium by the end of November 2018.
- b. Polen / Poland - Annex  
The Presidium discusses the current request of the Polish Association. The VP Europe shall ask the Polish Association for the necessary documents by the end of November 2018. As soon as the documents are available, they will be reviewed by the TC. After successful examination, a date for the inspection by the TC will be arranged and held.
- c. Indien / India - Annex  
The ISIA Office has sent the questionnaire for the new membership on the basis of the request from India. As soon as the completed questionnaire has been returned, the further discussion will continue in the Presidium.
- d. APUL - Annex  
The VP Europe will ask APUL to clarify the open points from their request by the end of November 2018. Afterwards the further discussion will continue in the Presidium.
- e. Status Rumänien / status Romania  
In the view of the Presidium, not all of Romania's documents for receiving ISIA Card status are yet available. The President and the VP Europe will meet the responsible persons of the Romanian Association at the Interski 2019 in Pamporovo.
- f. Status USA / status US  
PSIA would like to become an ISIA Card standard. The Presidium fully supports these plans and authorizes the VP America to contact and support them.
- g. Chile - Annex  
This e-mail from Benjamin Varela will be answered by the President. The President and the VP America will have a meeting at the Interski 2019 in Pamporovo with the responsible persons of the Chilean Association.

## 11. Aktuelles aus dem ISIA Office / update ISIA Office

- a. Mitgliedsbeiträge 2019 / membership fees 2019  
The GS presents the current list of payments for 2019. Except for South-Korea and Turkey all reports about the number of members have been received and the related invoices have been sent. Currently the payments for 2019 from Finland, South Korea, Romania San Marino, Serbia and Turkey are still missing. Turkey has currently transferred the membership fee, but it has been booked for 2018, as this amount has not yet been paid.
- b. Vertrag über Personal-Dienstleistung / contract on personnel service  
The Presidium unanimously ratifies the contract and authorises the President and the VP Europe to sign it.

## 12. Kontakt zur FIS / FIS contact

The president informs about his contact to FIS. The FIS has started a project to promote snow sports for some time now. In the context of this project a cooperation with China was started. The president tries to discuss with the FIS the possibilities of a cooperation with the ISIA.

## 13. ISIA Weltmeisterschaft 2021 / ISIA World Championship 2021

- a. Interesse Sotchi / interest Sotchi  
The Presidium is informed about the interest of the Russian Ski Instructors Association. Further information or a concrete request is not existent.
- b. Anfrage Spanien / request Spain – Annex  
There is a request from the Spanish Ski Instructors Association. The Presidium instructs the TC to process this request.

The Presidium discusses a relaunch of the ISIA Skiinstructor World Championships. The following targets will be followed:

- ... 4-day event
  - ... lower costs for the participants
  - ... more flexibility in program design
  - ... more benefit for the participants
  - ... larger offer of specific topics
  - ... platform for communication, exchange and celebration
  - ... high professional level in quality
  - ... documentation of all contents
  - ... World Championship as single and team contest is part of the program
  - ... establishment of an ISIA Award for special achievements
  - ... enable participation of ski school directors, ski area managers and tourism representatives
- The Presidium has decided on a new name for this event. The title "ISIA World Championship"



will be changed to "ISIA WORLD FORUM for Snowsport" and describes the relaunch very well.

The Presidium and the ISIA Office will present a first concept for the new event at the ISIA General Assembly 2019 in Pamporovo. In 2021 the ISIA WORLD FORUM shall take place for the first time.

#### 14. Termine / dates

The next Skype meetings in the Presidium will take place in January and February 2019.

The next Presidium meeting will take place on Sunday, 17.03.2019 from 09:00 to 13:00 in Pamporovo.

#### 15. Varia / miscellaneous

The GS reminds the Presidium members to send their photos for the new website.

The request by Petar Valis (TBM Group AG) for cooperation with ISIA is currently not being followed up. The GS is instructed to inform Mr Valis.

All tasks which have been awarded or scheduled during the presidium meeting are summarised in the attached table (Annex).

### **International Ski Instructors Association ISIA**

Vittorio Caffi  
President

Peter Hennekes  
General Secretary

# ISIA task summary



20.12.2018

no.	topic	meeting / date	task	to do until	responsible	open / done	comments
1	Minutes	presidium meeting 2018-11-14	minutes of presidium meeting from January 2017 in Zurich	31.12.2018	Kiedaisch	open	
2	Interski '19 ski school	presidium meeting 2018-11-14	Plan and organize		Welsby, Kiedaisch	open	
3	Interski '19 ski school	presidium meeting 2018-11-14	5x ISIA Beach flags	28.02.2019	ISIA Office	open	
4	Interski '19	presidium meeting 2018-11-14	merchandising products	28.02.2019	Caffi, Office	in progress	
5	ISIA congress '18	presidium meeting 2018-11-14	summaries of the workshops	31.12.2018	Caffi	in progress	ISIA Office will publish the summaries
6	inspections by TC	presidium meeting 2018-11-14	inspection costs and corresponding procedure	15.12.2018	Kiedaisch	open	
7	ISIA Statuten	presidium meeting 2018-11-14	voting system	15.12.2018	Egri	open	
8	ISIA Statuten	presidium meeting 2018-11-14	changing currency	15.12.2018	Hennekes	done	
9	ISIA nation survey	presidium meeting 2018-11-14	create and design	20.12.2018	Office	in progress	
10	ISIA Database new	presidium meeting 2018-11-14	meeting snowrecruiter		Caffi	in progress	
11	request Serbia	presidium meeting 2018-11-14	corresponding	30.11.2018	Kiedaisch	in progress	
12	request Poland	presidium meeting 2018-11-14	review TC		Kiedaisch	open	
13	request APUL	presidium meeting 2018-11-14	clarify the open points	30.11.2018	Caffi, Kiedaisch	open	
14	status Romania	presidium meeting 2018-11-14	clarify the status "ISIA Card"	16.03.2019	Caffi, Kiedaisch	open	Interski '19
15	request Chile	presidium meeting 2018-11-14	request B. Varela	16.03.2019	Caffi, Kiedaisch	open	Interski '19
16	Request Spain	presidium meeting 2018-11-14	process the request	31.01.2019	Kiedaisch	open	
17	ISIA World Forum	presidium meeting 2018-11-14	create a concept	28.02.2019	TC, Hennekes	open	





## Antrag an die ISIA Generalversammlung am 20.03.2019, Pamporovo/Bulgarien

Das Präsidium beantragt, die Beitragsordnung in § 2 wie folgt zu ändern (**in rot**):

### Aktuell gültige Fassung:

#### § 2 Höhe der Beiträge

Jedes Mitglied hat unaufgefordert für jeden von ihm vertretenen Ski- und Schneesportlehrer, der gemäss den ISIA-Minimumstandards zum Bezug der ISIA-Marke oder der ISIA-Card berechtigt ist, einen jährlichen Beitrag zu bezahlen. Die Höhe der Beiträge wird durch die Delegiertenversammlung festgelegt und beträgt derzeit:

- bis zu 500 Skilehrern ein Grundbeitrag in Höhe von CHF 1'000, darüber hinaus pro Skilehrer CHF 2.00

Stichtag für die Beitragszahlung ist der 1. Oktober für das folgende Geschäftsjahr. Die Beiträge sind auf das Konto der ISIA zu überweisen.

### Neue Fassung:

#### § 2 Höhe der Beiträge

Jedes Mitglied hat unaufgefordert für jeden von ihm vertretenen Ski- und Schneesportlehrer, der gemäß den ISIA-**Qualitätsstandards** zum Bezug der ISIA-Marke oder der ISIA-Card berechtigt ist, einen jährlichen Beitrag zu bezahlen. Die Höhe der Beiträge wird durch die Delegiertenversammlung festgelegt und beträgt derzeit:

- bis zu 500 **Schneesportlehrern** ein Grundbeitrag in Höhe von **EUR 1.000,00** darüber hinaus pro **Schneesportlehrern EUR 2,00**

Stichtag für die Beitragszahlung ist der 1. Oktober für das folgende Geschäftsjahr. Die Beiträge sind auf das Konto der ISIA zu überweisen.



## Request to the ISIA General Assembly on March 20th, 2019, Pamporovo/Bulgaria

The Presidium proposes to change the subscription rules in § 2 as follows (in red):

### Valid version:

#### § 2 Subscriptions

Every member is to pay, without specifically being asked to, an annual subscription for each and every ski and snow sports instructor who is qualified in accordance with the **ISIA** minimum standard to carry the **ISIA** stamp or card. The amount of the subscription is determined by the Assembly of Delegates, and is currently:

- up to 500 ski instructors, a basic amount of CHF 1'000, above that CHF 2.00 for each additional instructor.

The due date for payment of the subscription is 1st October for the following business year. Subscriptions must be transferred to the **ISIA** account.

### New version:

#### § 2 Subscriptions

Every member is to pay, without specifically being asked to, an annual subscription for each and every ski and snow sports instructor who is qualified in accordance with the **ISIA quality** standard to carry the **ISIA** stamp or card. The amount of the subscription is determined by the Assembly of Delegates, and is currently:

- up to 500 **snow sport instructors**, a basic amount of **EUR 1.000,00** above that **EUR 2,00** for each additional instructor.

The due date for payment of the subscription is 1st October for the following business year. Subscriptions must be transferred to the **ISIA** account.

**general.secretary@isia.ski**

---

**Von:** Boban Glumac <bobanglumac@yahoo.com>  
**Gesendet:** Donnerstag, 11. Oktober 2018 07:25  
**An:** general.secretary@isia.ski  
**Cc:** ISIA Office | Alena Bielke; valentin@kiedaisch.de; Vittorio Caffi; Vladislav Mandic; Lazar Jovanovic  
**Betreff:** Re: ISIA | Serbia membership  
**Anlagen:** Att. 1.pdf; Att. 2.jpg; Att. 3.jpg; Att. 4.jpg; Att. 5.pdf; Att. 6.pdf; UISS - ISIA Serbia membership [October 2018].pdf

Dear Peter,

It is exactly 3 months since you thanked me for “clarifications” of arguments that needed no clarification if only you just read and acknowledged **Legal documents by the State of Serbia** we sent you.

I think that in any correspondence, especially formal one, there should be a time frame for meaningful and definite answer. Since you didn't send me nothing since Executive Committee meeting on 16. June 2018. I will address you once more only regarding that decision (and the decision of previous ISIA administration you resent us as your own), and the two arguments that were crucial in your letters:

1. Something from the state to prove UISS legitimacy over SOIS
2. Arguments for exclusion or change of membership (conditions required by by-laws and harming the image of ISIA)

Now we organized our arguments in maybe more comprehensive manner, so please read the letter and corresponding documents in attachment.

If you **again!** neglect our plea to read and factually comment enclosed legal documents, or at least officially and clearly disregard them as insufficient or invalid, as well as arrange us a meeting to discuss this in person, like we already asked few times, we will find impossible to continue communication, and consider other ways of obtaining our rights.

We can function even without ISIA official support, as we actually do, and grow in number of members, but we are very determined to make things right, as well as stop ISIA values being misrepresented and abused.

Sincerely,

Boban Glumac

UISS executive committee

On 6 Jul 2018, at 16:06, Boban Glumac <[bobanglumac@yahoo.com](mailto:bobanglumac@yahoo.com)> wrote:

Dear Peter,

thank you very much for your e.mail. This was actually the first non-superficial notice we received from your office since we started this matter. But again, it is unclear what will happen on the next meeting. We don't have any more documents that would clear this, except the documents we had already sent you, and which were at your disposal for few years too many now.

We understand the importance of legal matters required for ISIA membership, and that is exactly the reason why we are serious about this, and why we consulted lawyers, and why we are puzzled with the ease with which you seem to neglect our documents, and fail to give us any substantial evaluation of those documents. Or give us the guidance, because we can not find any legal structure outside the one provided by ISIA documentation you published on web site.

Of course, we will wait, and we also appreciate your effort to clear this up.

However, I must draw your attention to the fact that all our documents are OFFICIAL DOCUMENTS APPROVED BY THE STATE OF SERBIA, and as such available on-line for all parties interested. And that I don't see the point in asking SOIS "opinion" about them. And we would also like to ask you to check SOIS documents that they provided you with in order to obtain and keep ISIA membership, and if possible mail those to us. Maybe there is something significant beyond our reach that would shorten this dispute in their advantage.

It would make things easier if we meet in person.

Regards,

Boban Glumac

UISS executive committee

On Wednesday, July 4, 2018, 3:59:45 PM GMT+2, general.secretary@isia.ski <general.secretary@isia.ski> wrote:

Dear Boban,

Thank you for your e-mail from June 29<sup>th</sup>, 2018 and all the clarifications.

We understand your position and the ISIA presidium has confirmed to me, that they will discuss the membership of Serbia again at the next meeting. At the moment there is no fixed date yet, but I expect, it will be this month or latest at the beginning of August.

The question of membership in the ISIA is very important to us and the decision, which organization represent the professional snowsport instructors in a country is not always easy and clear. On the basis of the ISIA statutes, we must also talk about the points you have set out with those who are responsible for SOIS. They have to give their statement on this as well. The vice-president Europe, Dr. Valentin Kiedaisch, will contact SOIS soon.

I ask you for a little time and I will contact you as soon as I have new information from the ISIA presidium.

Kind regards

Peter Hennekes  
General Secretary

---

International Ski Instructors Association (ISIA)  
ISIA Office  
An der Kandahar 11  
82491 Grainau, Germany  
T: +49 (0)88 21 - 73 214 44

LEGAL NOTICE | This e-mail may contain confidential and/or privileged information. If you are not the intended recipient (or have received this e-mail in error) please notify the sender immediately and destroy this e-mail. Any unauthorized copying, disclosure or distribution of the material in this e-mail is strictly forbidden.

Von: Boban Glumac [mailto:bobanglumac@yahoo.com]

Gesendet: Freitag, 29. Juni 2018 11:46

An: info@isia.ski

Cc: DSLV | Alena Bielke <bielke@skilehrerverband.de>; hennekes@skilehrerverband.de; valentin@kiedaisch.de

Betreff: Re: AW: [SPAM] Serbia membership in ISIA

Dear Alena,

thank you for your answer, but I'm sorry to tell you that the argumentation of your decision is very puzzling for us, at least!!

You state that presidium had seen all of our documents! and after that, in the same sentence you state as your argument that "**as long as there is nothing FROM THE STATE where is written that you are right organisation and Interski Serbia is not, there won't be any changes**"!?

In attached documents that you received, and of which I asked you (on the phone, and in mails) to take some time and read them, and pay attention to, is the file named **4. Court verdict of annulment SOIS - ISIA [English]** in which is clearly stated by the

**1st BASIC COURT IN BELGRADE, SERBIA**

**as the FINAL JUDGEMENT... VERDICT that the decision of the assembly with which the membership in ISIA is transfered to "Interski Serbia" is - NULL and VOID!!!**

That is clearly, unambiguously "**something from the state**" that says that Interski Serbia "**is not right organisation to be member of ISIA**"!!!!

So, if you have read that, as you claim you had, do you consider this document to be genuine? Because your decision implies that you **DECIDE** it is not!?

It would be much clearer if you state that openly. As well as for other documents derived from **OFFICIAL GOVERNMENTAL** sources that proves that you (ISIA) had been deceived by "Interski Serbia", and that they (Interski Serbia) do not pass even the first article of ISIA statute (again, "Interski Serbia" does not have ski instructors as their members, **THE STATE OF SERBIA SAYS SO** by verifying their statute I had already sent you attached as document **1. SOIS Statute [Serbian]**)

Maybe you overlooked, or misunderstood these documents, so I am sending you those two files again?

Regarding the Caffi's and Reider's decision you resent us, I had already told you that in our opinion it lacks argumentation, and does not in any manner refers to the documents we provided, and that that is the reason why we wanted new management of ISIA to look at the matter again.

When "Interski Serbia" ceases to exist (I told you that the legal matter would be on the way) who do you expect to give you that information? I'm asking you now, because it will come in matter of months. We (UISS) will inform you and present you the legal documentation that you would have to look into, **weigh the evidence, and come to decision, just like now**. For sure "Interski Serbia" will not do so, nor will the state of Serbia.

So please tell us, what is (and would be) ISIA procedure? What documents will suffice you? What legal documentation "from the state" were ISIA provided with in Finland in May 2014 when the UISS membership was (**according to Serbian justice system ILLEGALLY**) transfered to "Interski Serbia"?

**Can we please arrange the meeting so we can discuss this matter in person, like I already asked?**

We are very determined to make things straight in Serbian skiing, and we will continue the effort in any possible way, and seek assistance in every place we can.

Regards,

Boban Glumac

UISS executive committee member

On Thursday, June 28, 2018, 2:35:29 PM GMT+2, <[info@jsia.ski](mailto:info@jsia.ski)> wrote:

Dear Boban,

Your request was discussed on Sunday the 16th from the ISIA Executive Committee.

As long as there is no other decision from the state, the UISS can't be member in the ISIA because there is already another serbian association membered.

The presidium has seen all of your documents, but as long as there is nothing from the state where is written that you are right organisation and Interski Serbia is not, there won't be any changes.

It's the same as Vittorio Caffi as president and Hugo Reider as General Secretary already sent you last november.

For further information I am gladly at your disposal.

With best regards

Alena Bielke  
Team ISIA Backoffice

---

International Ski Instructors Association (ISIA)  
An der Kandahar 11  
82491 Grainau, Germany  
T: +49 (0)88 21 - 73 214 44

LEGAL NOTICE | This e-mail may contain confidential and/or privileged information. If you are not the intended recipient (or have received this e-mail in error) please notify the sender immediately and destroy this e-mail. Any unauthorized copying, disclosure or distribution of the material in this e-mail is strictly forbidden.

---

**Von:** Boban Glumac <[bobanglumac@yahoo.com](mailto:bobanglumac@yahoo.com)>  
**Gesendet:** Mittwoch, 27. Juni 2018 10:09  
**An:** DSLV | Alena Bielke <[bielke@skilehrerverband.de](mailto:bielke@skilehrerverband.de)>  
**Betreff:** Re: [SPAM] Serbia membership in ISIA

Dear Alena,

do you have any information for me?

Regards,

Boban

On 18 Jun 2018, at 16:44, DSLV | Alena Bielke <[bielke@skilehrerverband.de](mailto:bielke@skilehrerverband.de)> wrote:

Dear Boban,

We'll answer you more detailed after the congress at the end of the week or next week.  
Sorry, during the congress there is no time for a longer answer but we'll contact you as soon as possible.

Für Rückfragen stehe ich Ihnen gerne zur Verfügung.

Mit vielen Grüßen

Alena Bielke  
Aus- und Fortbildung

Deutscher Skilehrerverband e.V.  
An der Kandahar 11  
82491 Grainau  
T: 0 88 21 – 73 21 4 25  
F: 0 88 21 – 73 21 4 15

### [Besuche uns auf Facebook](#)

---

**PREMIUM**-Partner des Deutschen Skilehrerverbandes

Der Deutsche Skilehrerverband ist als Lerndienstleister zertifiziert.

[Diese E-Mail und eventuelle Anlagen können vertrauliche und/oder rechtlich geschützte Informationen enthalten. Wenn Sie nicht der richtige Adressat sind oder diese E-Mail irrtümlich erhalten haben, informieren Sie bitte sofort den Absender und vernichten Sie diese E-Mail. Das unerlaubte Kopieren sowie die unbefugte Weitergabe dieser E-Mail sind nicht gestattet.](#)

---

**Von:** Boban Glumac [<mailto:bobanglumac@yahoo.com>]

**Gesendet:** Freitag, 15. Juni 2018 15:58

**An:** [bielke@skilehrerverband.de](mailto:bielke@skilehrerverband.de)

**Betreff:** [SPAM] Serbia membership in ISIA

Dear Alena,

We are looking forward to hearing from you, and the decision on Sunday.

Here we include the list of our instructor members who paid membership for year 2018, just so give you some more evidence about our case.

Sincerely,

Boban Glumac

UISS executive committee member  
tel. +381.63.8068.450

**general.secretary@isia.ski**

---

**Von:** info@isia.ski  
**Gesendet:** Dienstag, 11. September 2018 14:39  
**An:** general.secretary@isia.ski  
**Betreff:** WG: SOIS - Serbia

**Von:** interskisrb@yahoo.com <interskisrb@yahoo.com>  
**Gesendet:** Dienstag, 11. September 2018 10:49  
**An:** vittorio.caffi@gmail.com; valentin@kiedaisch.de; Sandi Murovec <sandi.murovec@siol.net>; Backoffice ISIA <backoffice@isiaski.org>  
**Cc:** Nebojsa Mitrovic <nesa.mitrovic@yahoo.com>  
**Betreff:** SOIS - Serbia

Dear friends,

would you be so kind to send us official letter concerning SOIS membership in ISIA as it is decided in Germany. Be so kind to send that document to Ski federation of Serbia too.

Next question is regarding our proposal. What is your opinion regarding that? We are doing some preparations to start with that here in Serbia.

Best regards,

SOIS.



**general.secretary@isia.ski**

---

**Von:** info@isia.ski  
**Gesendet:** Mittwoch, 26. September 2018 09:26  
**An:** general.secretary@isia.ski  
**Betreff:** WG: Polish ski instructors training programme level

**Priorität:** Hoch

---

**Von:** wojtek@wroclaw.ski <wojtek@wroclaw.ski>  
**Gesendet:** Donnerstag, 23. August 2018 09:23  
**An:** dslv@kiedaisch.de  
**Cc:** info@isia.ski  
**Betreff:** Polish ski instructors training programme level  
**Priorität:** Hoch

Dear Valentin,

First of all, I would like to thank you and your colleagues from ISIA Board and DSLV for hosting the ISIA Congress in June. It was a great pleasure to meet you and talk about the future of ISIA in the beautiful surroundings of the German Alps.

We also had a chance to chat briefly in person about the most recent changes that are taking place in the Polish Ski Instructors Association (SITN). Our new President, Mr Jacek Zaba with his new Board are preparing our organization for many changes that we need to make to boost our development in the coming 4 years. Since this July I have been responsible for our foreign affairs and that includes our ISIA membership. This brings us to the topic of this letter: in December 2010 ISIA delegates had visited our ski instructors course in Nauders to evaluate our training programme's level. To my best knowledge, we were given a positive feedback and our way to gain the ISIA Card level was clear. Unfortunately, I lack the knowledge why hasn't this procedure been performed since then and our ski instructors training programme is still being recognised on the ISIA Stamp level.

I would like to kindly ask you for your help in determining SITN's status and our chances to re-take our way to the ISIA Card level.

Thank you in advance for your support.

Yours sincerely,

Wojciech Woznica  
SITN Vice President, Development  
SITN International Affairs Committee Chairman

**general.secretary@isia.ski**

---

**Von:** info@isiaski.org  
**Gesendet:** Dienstag, 11. September 2018 09:28  
**An:** general.secretary@isia.ski  
**Betreff:** WG: Affiliation to INDIA SKI FEDERATION

For further information I am gladly at your disposal.

With best regards

Alena Bielke  
ISIA Office

---



International Ski Instructors Association (ISIA)  
An der Kandahar 11  
82491 Grainau, Germany  
T: +49 (0)88 21 - 73 214 44

LEGAL NOTICE | This e-mail may contain confidential and/or privileged information. If you are not the intended recipient (or have received this e-mail in error) please notify the sender immediately and destroy this e-mail. Any unauthorized copying, disclosure or distribution of the material in this e-mail is strictly forbidden.

**Von:** INDIA SKI FEDERATION <india.skifederation@gmail.com>  
**Gesendet:** Montag, 10. September 2018 03:00  
**An:** vittorio.caffi@gmail.com; reider.hugo@rolmail.net; info@isiaski.org  
**Betreff:** Affiliation to INDIA SKI FEDERATION

**Vittorio Caffi**  
**IASI**  
**Irish Association of Snowsports Instructors (Ireland)**  
**Via Don Pedrinelli 14**  
**I-24030 Carvico - BG**

Dear Sir,

I form the the INDIA SKI FEDERATION for the benifits of India Ski Instructors, our Federation will abide by the all decisions of

the International SKI INSTRUCTORS ASSOCIATION.

I therefore request you to kinly grant us the affiliation to INDIA SKI FEDERATION.

I am waiting for your Sincere reply.

Dr. R. Debroy

**President**  
**INDIA SKI FEDERATION**  
**Executive Council Member**  
**NOC-INDIA**

**Full Address:**

**Dhaleswar Street no.8**  
**Agartala, Tripura,**  
**INDIA, Post Code: 799007**

**Email : [india.skifederation@gmail.com](mailto:india.skifederation@gmail.com)**

**Mob. +917086759877**

**Telefax : +913812318902**

**Von:** Vittorio Caffi <president@isia.ski>  
**Gesendet:** Freitag, 20. Juli 2018 11:19  
**An:** 'Valentin Kiedaisch'; vicepresident.europe@isia.ski; general.secretary@isia.ski; Dr Egri Katalin; Jiri Kotaska; 'Jiří Kotaška'  
**Betreff:** Fwd: Letter from Cech  
**Anlagen:** SKM\_C284e18071908560.pdf

Dear All,

I had this from Peter Mall, apparently there is an issue between Interski CZ and APUL, see attachment (only in English, sorry Jiri).

Jiri, could you please let me know if what in the letter the actual position of APUL or not? Is there anything I should be aware of for next Interski Skype call?

Kati, if you have any comment from the legal point of view, that'd be welcome.

I'm not involving the rest of the Board yet , though we might have a discussion on this topic, I think in other associations worldwide there are similar problems, maybe Peter an Valentin can say something about how it works with Interski Germany?

Thanks to all of you, best regards.

Google Übersetzung folgt, tut mir leid, aber es ist schnell...

Hallo zusammen,

Ich hatte das von Peter Mall, anscheinend gibt es ein Problem zwischen Interski CZ und APUL, siehe Anhang (nur in Englisch, sorry Jiri).

Jiri, könntest du mich bitte wissen lassen, ob in dem Brief die tatsächliche Position von APUL steht oder nicht? Gibt es etwas, was ich für den nächsten Interski Skype Anruf beachten sollte?

Kati, wenn Sie aus rechtlicher Sicht einen Kommentar haben, wäre das zu begrüßen.

Ich nehme den Rest des Boards noch nicht auf, obwohl wir vielleicht eine Diskussion zu diesem Thema haben, ich denke in anderen Verbänden weltweit gibt es ähnliche Probleme, vielleicht kann Peter und Valentin etwas darüber sagen, wie es mit Interski Deutschland funktioniert?

Vielen Dank an alle, liebe Grüße.

Vittorio

----- Forwarded Message -----

**Subject:**Letter from Cech

**Date:**Thu, 19 Jul 2018 07:10:53 +0000

**From:**ARLBERG-well.com - Peter Mall <[peter.mall@arlberg-well.com](mailto:peter.mall@arlberg-well.com)>

**To:**Barthle Norbert <[norbert.barthle@bundestag.de](mailto:norbert.barthle@bundestag.de)>, Dave Renouf (<[dave@basi.org.uk](mailto:dave@basi.org.uk)> <[dave@basi.org.uk](mailto:dave@basi.org.uk)>),  
Eric Sheckleton <[esheckleton@hotmail.com](mailto:esheckleton@hotmail.com)>, Erich Melmer <[e.melmer@interski.at](mailto:e.melmer@interski.at)>, Fritz Mares

[<f.mares@interski.at>](mailto:f.mares@interski.at), Klas Astrand [<klas.astrand@lnu.se>](mailto:klas.astrand@lnu.se), Team Bulgaria [<mail@bgschool.com>](mailto:mail@bgschool.com),  
Vittorio Caffi [<vittorio.caffi@gmail.com>](mailto:vittorio.caffi@gmail.com)

Dear friends,

please find in the attachment a letter from Czech Republik.

I also would like to inform you that we will meet next week with AMSI.  
Details at our Skype Meeting on Thursday.

All the best

Peter

**PETER MALL**

Secretary General

Siedlung Mooserkreuz 16  
6580 St. Anton am Arlberg, Austria

☎ +43 664 1336640

✉ [p.mall@interski.at](mailto:p.mall@interski.at)



[www.interski.org](http://www.interski.org)

# EDUSKI Česká republika z. s.

Příkop 843/4, 604 57 Brno, IČ 064 74 578,  
spolek zapsaný ve spolkovém rejstříku vedeném Krajským soudem v Brně pod spis.zn. L 23259

INTERSKI Office  
Peter Mall – secretary general  
Siedlung Mooserkreuz 16  
6580 St. Anton am Arlberg  
Austria

Brno, 13<sup>th</sup> July 2018

Dear colleagues,

as a member of INTERSKI Czech Republic, we would like to contact you with the following request for your opinion.

The basic description of the organization structure INTERSKI INTERNATIONAL (IS INTL) in the section "Administration" (<https://www.interski.org/en/about>) shows:

„The INTERSKI umbrella has three main working groups under it. These are: ISIA : the International Ski Instructors Association (the organisation for professional ski instructors); IFSI : the International Association of Ski Instructors (the organisation for amateur ski instructors); IASSU : the International Association for Skiing in Schools and Universities (the organisation school and university instructors who teach skiing as part of the curriculum.“

It can be inferred from the statutes (§ 4) that ordinary members of IS INTL are three international Specialised Associations in accordance with § 5: ISIA, IFSI, IASSU and national organisations of the member countries.

The organizational structure of INTERSKI CZECH REPUBLIC (IS CZ) copies the structure of IS INTL as follows: According to the statutes (art. 3) the ordinary members are representatives of the international specialized associations – ISIA, IFSI, IASSU. (note: the establishment of the IASSU representative is being prepared.)

Additionally, there are ordinary members also educational facilities / training centres accredited by the Ministry of Education, Youth and Sports of the Czech Republic for the training of the ski instructor or snowboard instructor and "universities and their faculties" with an accredited study program for the training of ski instructor and snowboard instructor.

Actually IS CZ has 28 ordinary members, including representatives of ISIA and IFSI.

The structure of the IS CZ follows the structure and activity of the three basic pillars of the Interski and its activity is provided by three relevant expert commissions for the fields "Commercial teaching" (ISIA field), "Clubs/associations teaching" (IFSI field), "Scholastic teaching" (IASSU field).

The voting rights of the ordinary members are regulated in accordance with § 12 IS INTL: „All ordinary members have one vote in the General Assembly“.

Therefore, we believe that the organisation structure of IS CZ, as well as the provision of activities and voting rights are fully in line with the basic structure, activity and the statutes of IS INTL.

Bankovní spojení:

FIO BANKA a.s. – č.ú. 2001466231/2010 IBAN CZ67 2010 0000 0020 0146 6231SWIFT FIOBCZPPXXX

e-mail: [info@eduski.cz](mailto:info@eduski.cz)

Datová schránka ID: vv9yg8z

# EDUSKI Česká republika z. s.

Příkop 843/4, 604 57 Brno, IČ 064 74 578,  
spolek zapsaný ve spolkovém rejstříku vedeném Krajským soudem v Brně pod spis.zn. L 23259

---

However, our colleagues from the Association of Professional Skiing Teachers (APUL) are of the different opinion which consists in the fact that the national association IS CZ should have only three ordinary members, namely representatives of ISIA, IFSI and IASSU, which should be umbrella organizations for other members. Based on this presumption, they claim that the structure of IS CZ is not in accordance with the conditions or requirements of IS INTL.

To this end, we have processed a legal analysis to this effect, which clearly indicates that the statutes of IS INTL do not include such conditions for national associations, or otherwise interfere with their autonomy, nor are we aware of any recommendation provisions of other regulations IS INTL.

The mentioned colleagues are also of the opinion that member organizations should have the voting rights proportionally differentiated according to the number of their members or according to the number of trained instructors.

From our point of view, the principle of "one member = one vote", which results from § 12 of the IS INTL statutes, would be disturbed. If that were the case, then, for example, the Alpine countries within IS INTL would claim a higher number of votes, which would make it no sense for the membership of smaller countries, such a system would be at the expense of democratic principles based on the equal status of members.

Due to the long-lasting uncertainty inside IS CZ, we hereby request for the opinion of the top IS INTL umbrella organization on the following issues:

- 1) whether the structure of the IS CZ is in accordance with the statutes and organization of the IS INTL, if not, for what reasons,
- 2) whether the system of voting rights is in accordance with the statutes and principles of IS INTL, if not, for what reasons.

Thank you in advance for your cooperation and assistance in this matter.

Faithfully

EDUSKI Czech Republic  
Ladislav J. Janků  
secretary



---

Bankovní spojení:

FIO BANKA a.s. – č.ú. 2001466231/2010 IBAN CZ67 2010 0000 0020 0146 6231SWIFT FIOBCZPPXXX  
e-mail: info@eduski.cz

Datová schránka ID: vv9yg8z

**general.secretary@isia.ski**

---

**Von:** vittorio caffì <vittorio.caffi@gmail.com>  
**Gesendet:** Montag, 12. November 2018 12:59  
**An:** ISIA | Peter Hennekes; Tomislav Sepic  
**Betreff:** Fwd: Chile

FYI we might discuss this in Tokyo.  
Se you soon.

Vittorio

----- Forwarded message -----

From: **benjamin varela** <[bvarelach@gmail.com](mailto:bvarelach@gmail.com)>  
Date: lun 12 nov 2018, 02:07  
Subject: Chile  
To: Vittorio Caffi <[vittorio.caffi@gmail.com](mailto:vittorio.caffi@gmail.com)>

Hi Vittorio, i hope this email finds you well and getting ready for the season. Here in Chile, summer is coming and hot weather.

In January i will go to Austria, Kitzbuhel for the invitation we received from the Austrian association, hopefully we can met there?...i would like to talk you about some things like TK and our contribution in ISIA as a nation.

I was wondering, and thats the reason i send you this email, how we can contact the Chinesse association?. I know they are doing a lot of efforts to certificate at least 300,000 ski instructors for the olympic games and i know some association are working with them. I was trying to contact them but with no results. Do you think we can talk them or you can send me some contact because we are really interested to know what is going on in China as a big country maybe they need more help and here in Chile we are very interested to participate.

About ISIA, how the things are going?. This year we want to continue with our application for ISIA STAMP for our level II. We start this project last year but we stop and now im the Technical Director in Chile so my first goal is to get this ready for the INTERS. If you can send me some information will be great.

As always say in my emails, please consider Chile as a interested country who wants to help in ISIA much as we can. We are trying to be close on the minimum standards and trying to get in touch with all the other delegations.

I hope to see you in January and in March!

Take care, good luck and have a great season in Europe

Bests regards

Benjamin Varela  
Chile



**general.secretary@isia.ski**

---

**Von:** ISIA Office | Alena Bielke <info@isia.ski>  
**Gesendet:** Mittwoch, 31. Oktober 2018 12:05  
**An:** 'Vittorio Caffi'; vicepresident.america@isia.ski; vicepresident.europe@isia.ski;  
vicepresident.pacific@isia.ski; general.secretary@isia.ski; 'Tomislav Sepic';  
jiri.kotaska@centrum.cz; sandi.murovec@siol.net; timo.welsby@gmail.com; 'Dr. Egri Katalin'  
**Betreff:** WG: Information Organization WC-Instructors ISIA

Hello everybody,

I want to forward you the inquiry from Angel Cebollero – Spain.

Please read his request, so that this topic can be discussed in Tokio. Afterwards, the Technical Commission should get in contact with Angel Cebollero.

I will answer him today and thank him for his request as well as inform him about the next steps that the TC will get in contact with him after your meeting in Tokio.

For further information I am gladly at your disposal.

With best regards

Alena Bielke  
ISIA Office

---



International Ski Instructors Association (ISIA)

An der Kandahar 11  
82491 Grainau, Germany  
T: +49 (0)88 21 - 73 214 44

LEGAL NOTICE | This e-mail may contain confidential and/or privileged information. If you are not the intended recipient (or have received this e-mail in error) please notify the sender immediately and destroy this e-mail. Any unauthorized copying, disclosure or distribution of the material in this e-mail is strictly forbidden.

---

**Von:** AEPEDI <aepedioficina@gmail.com>  
**Gesendet:** Donnerstag, 25. Oktober 2018 13:21  
**An:** 'ISIA Office | Alena Bielke' <info@isia.ski>  
**Cc:** Diego Munuera <diego629@gmail.com>  
**Betreff:** Information Organization WC-Instructors ISIA

25/10/18

Dear Alena

In relation to the ISIA World Championship of Instructors, we have received an organization request from the ARAMON Group that has several ski stations. In Spanish Pirinees, Specifically in the Formigal station.

For this reason we ask you to send us the information of what requirements you need for this organization: Infrastructure, hotel beds, etc.

When we receive this information, we will send it to the Aramon Group so that they can make a concrete offer of organization of the championships.

We are waiting for your news.

Please send this e-mail to the committee responsible for this event.

We are waiting for your news,  
Best Regards.



*Angel Cebollero A.*  
**SECRETARIO GENERAL**



- MEMBERSHIPS -

Dirección postal Administración:  
**AEPEDI - E.Esqui**  
**Edificio Aragón - Urbaniz. de Formigal**  
**22640 - Sallent de Gállego (Huesca) ES**

Contacto a través de e-mail  
E-Mail: [aepedioficina@gmail.com](mailto:aepedioficina@gmail.com)

Información de AEPEDI en:  
[www.aepedi.org](http://www.aepedi.org)