



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

Minutes

**ISIA Delegates' Meeting
of 12 May 2010, 3:00 p.m.**

in Aviemore, Scotland

Macdonald Aviemore Highland Resort



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Item 1 Welcome and determination of the quorum

The president opened the delegates' meeting punctually at 3:00 p.m., welcomed all those present, in particular INTERSKI president Erich Melmer, INTERSKI general secretary Fritz Mares as well as the host BASI with president Andrew Lockerbie and the venue Aviemore, and immediately handed over to INTERSKI president Erich Melmer, who expressed his thanks for the invitation. The presence of INTERSKI was important for suggestions for the convention, which will have a completely new programme in 2011 which is more contemporary and forward-looking. The professional media work will be done by an agency for the first time.

The president noted that the delegates' meeting was convened in a timely manner, and the general secretary stated that according to the name-based entrance check, the following member associations were represented by delegates:

List of attendees and votes for the 2009 ISIA Congress

V = Votes | Pd. = Paid | Mem. = Member | Pres. = Present | VR = Voting rights



Country	Stamps	V	Pd.	Me m.	Represented by	
Andorra	500	4	J		XXX	
Argentina	700	2	J	X	Bacer Martin	
Australia	500	4	J		XXX	
Belgium	150	1	J	X	De Greef Alain	
Bulgaria	250	1	J	X	Grouev Iankov Petar	
Canada	500	1	J	X	Martin Jean	
Chile	50	4	J		XXX	
Croatia	375	4	J		XXX	
Denmark	500	1	J	X	Rünnow Imhof Heidi	
Germany	3,100	5	J	X	Pohl Wolfgang	
Finland	250	1	J	X	Timo Welsby	
France	9,353	11	J	X	Fernand Masino	
Greece	250	1	J	X	Gritsi Sophia	
United Kingdom	1,000	3	J	X	Andrew Lockerbie	
Holland	500	1	J	X	Frank Luiten	
Ireland	50	1	J	X	Mason Kathryn	
Israel	400	4	J	X	XXX	
Italy	10,200	12	J	X	De Gaudenz Dino	
Japan	650	2	J	X	Mabuchi Yuichi	
Liechtenstein	20	4	J		XXX	
Montenegro	100	4	J		XXX	
New Zealand	500	4	J		XXX	
Norway	400	4	J		XXX	
Austria	5,000	6	J	X	Rudi Lapper	
Poland	150	1	J	X	Zieba Krzyszetof	
Romania	150	1	J	X	Popescu Codru	
Russia	460	4	J		XXX	
San Marino	60	1	J	X	Corrado Sulsente	
Sweden	400	4	J		XXX	
Switzerland	4,500	6	J	X	Claude Meyer	
Serbia	60	4	J		XXX	
Slovakia	40	1	J	X	Pavelka Jaroslav	
Slovenia	500	4	J		XXX	
Spain	3,000	4	J	X	Breitfuss Hans	
Czech Republic	500	1	J	X	Knot Libor	
Turkey	477	4	J		XXX	
Hungary	50	1	J	X	Egri Katalin Dr.	
USA	500	1	J	X	Armstrong John	
Total present	41,403 of 45,245 Votes	66 of 80 VR		24 of 38		



Representatives of 24 of the total of 38 members were present. The present delegates represented 66 votes of a total of 80. The full steering committee was present.

Representatives of the Korean Ski Instructors' Association KSIA were also present as observers.

Resolution 1/DM 2010:

The delegates' meeting was convened as per the statutes and consequently has a quorum.

Item 2 Report of the ISIA president and committees

No one responded to the question of the president as to whether anyone had any motions to amend the agenda, so that the meeting proceeded to handle the items on the agenda.

Report: In Jesolo the new minimum standard for ISIA professional ski instructors was adopted, with the ISIA stamp and ISIA card as identification for professional ski instructors; the new standard simultaneously functions as the standard for membership of the associations in ISIA. The training and education in the member countries must meet the specified quality criteria. However, the initial situations in the different countries vary greatly. In some cases there are national or regional regulations, and then there are countries which have regulations only in a few regions. There are also many countries in which there is no official regulation of these matters. In any case, our



goals are highly qualified instructors who are responsible for the safety of their guests and that guests can rely on minimum quality criteria for ISIA snow sports instructors.

Last year there were four executive board meetings dealing with the main issue of the ISIA database and ISIA card. The TC carried out 2 ISIA tests and noted that the regulations meet our expectations; the 50 FIS points are a good standard for the pacesetters.

We looked at 7 national ski instructor training programs in order to monitor the minimum standard. We tried to find a solution that would not be too onerous for either the Commission or the country visited. We can indeed be satisfied with the results.

At the children's event in Bansko we were able to compare methodology and teaching in children's lessons, with a focus on safety.

Several meetings of the Interski steering committee were held as well as a meeting with the EU in Brussels at the invitation of the Commission.

This concluded the brief overview of the activities of the steering committee, the technical committee and the marketing committee.

Björn Zeitz reported for the legal committee:

Dear ISIA colleagues,

the following REPORT of the legal committee on an issue which is very emotional because the respective interests diverge widely gives you the necessary information about our efforts and activities and focuses primarily on two topics, about which there is much I do not say gladly, but it must be said:

1. EUROTTEST
2. FEMPS/ESLV

To summarise right from the start:

- the Eurotest with its adventurous failure rates must, in its current form, be eliminated,
- and with regard to FEMPS, this organisation must be prevented from publicly appearing as a European association which believes that it alone can determine the fate of Europe's ski instructors.



You need to understand very clearly that if both of these objectives are not achieved, you as freelance, independent ski instructors will have to stay home in the future or you must take the Eurotest and live with all of the terrible consequences.

With regard to the **Eurotest**, I would like to start with

point 1: a short REVIEW to provide an understanding of the situation.

As you know, in 2007/2008 we in the ISIA seriously considered introducing the Eurotest as a top-level qualification (ISIA card).

As you also know, we then reviewed a series of Eurotests and their results and came to the firm conclusion that this Eurotest with its specific rules should not be introduced, because it led to absolutely unacceptable results for the candidates; the corresponding opinion was attached to the minutes of the delegates' meeting in Jesolo in 2008.

Then the ISIA racing test was introduced, which has proven itself up to now, because it produces strict results, which however are as just as possible; others can provide more information on this topic.

Point 2:

Now, after 2 more winters have passed, and after reviewing additional Eurotests, our assessment that the Eurotest produces completely unacceptable results for the candidates has been further confirmed - failure rates of 80 to 90% with very few exceptions are standard. However, these failure rates are not due to poor skiing by the participants, but stem from an abstruse set of rules and cannot be accepted under any circumstances. This is not the way to treat the next generation.

The president of our German association made a very diplomatic statement with regard to this issue, but it was still very obvious what a drastic impact the ET results would have in Germany, for example, and that on this basis there would be no collaboration; it does not make any sense to join an association that insists on this ET when you no longer have any ski instructors to represent at some point.

Point 3:

In the interest of the overwhelming majority of the ISIA member associations, we have therefore taken the following measures:

1. We have submitted an official protest against the EUROTTEST measure to the EU Commission and based on various enquiries, stated multiple reasons



in detail; you will receive the latest reasoning in the next few days. It contains all data and speaks for itself. In the meantime, in addition to the Directorate General for the Internal Market and Services, a second Directorate General has stepped in and it is to be expected that we will be given an official decision by the end of this year.

2. In this connection I can tell you that an evaluation conference took place in Brussels in March and from informal side discussions it was clear that the EU Commission considers the installation of a European PLATFORM desirable. However, France and Austria reject this for understandable reasons.
3. Furthermore, I herewith inform you that a German candidate who just barely failed one of the Eurotests in Garmisch has filed suit against the Bavarian state government due to the Eurotest prerequisite. We are optimistic that we will receive legal clarification with regard to the Eurotest issue from a German court in the foreseeable future and we are also optimistic that this clarification will support us.

To make it perfectly clear once more, it is not a question of the Eurotest per se, but the set of rules for the Eurotest is of primary importance for the high failure rates, in particular the COEFFICIENT METHOD for the reference skiers on the one hand, and on the other the PROVISION that only the fastest/fictitious reference skier time will be used in the rating, even if 3, 4 or 5 reference skiers raced. This throws open the door to random results, and this can be proven with calculations.

Thus I also want to ask you explicitly to differentiate precisely between CAUSE and EFFECT.

- We at ISIA are not the bad guys now because we are proceeding against the Eurotest with protests and legal actions; in the beginning we viewed the whole thing with good will and an open mind.
- FEMPS themselves are undermining their Eurotest because they insist blindly and obstinately on a set of rules which cannot be condoned over the long term due to the unacceptably high failure rate.

With regard to **FEMPS**, the following must be said:

We are also filing suit against the use of the designation “European...” in the association title of FEMPS/ESLV.

In the interest of our members and the ISIA itself, it cannot be accepted that an organisation such as FEMPS adorns itself in the market and elsewhere in public appearances with the misleading attribute “European”, when it consists of only three member countries, of which



one association is not that of the ski instructors, but represents primarily the ski school operators (ÖSSV) and a second association is a semi-national organisation, namely the Collegio Nazionale, and the Italian Ski Instructors' Association, which is a member of ISIA, is not a member of FEMPS, **and** furthermore a so-called "galley" charter is used (i.e. 3 members stand on the deck and give the commands while everybody else does the rowing), which makes a mockery of all European and democratic ideas and convictions; if any of you are considering joining FEMPS, you should read the statutes of this deceptive organisation very thoroughly beforehand.

By the way, FEMPS has already been forbidden by the EU from using its original public logo with the European flag in its letterhead.

That's all I have to report at this time and I thank you for your attention.

For the legal committee
Björn L. Zeitz



Requests to speak with regard to the report of the legal committee:

Roger Mure Ravaud (F): We have heard the lovely comments of the LC, but these were a series of lies. Eighty percent failure rates on the Eurotest - we have very different results according to my sources. In France there were 1433 participants, of whom 412 passed - that's 28.75%. In Austria, in St. Christoph 56% passed; only in Maria Alm was the figure a mere 19%. Diverse results were obtained in Sestola. I want have the sources from Mr. Zeitz; otherwise we will have to file suit against him for defamation.

Björn Zeitz: All data are listed in the complaint to the EU Commission and documented; likewise in the suit against FEMPS.

Christian Abenthung (A): This morning Mr. Zeitz stated that up to 80% of the ski instructors employed by Austrian ski schools were foreigners. The truth is precisely half that figure - only 40%.

ISIA's complaint also concerns Austria and there is already an official answer from the Austrian government to the Commission. Attempts are being made to poison the discussion with buzz words. It is also incorrect that Austria and France oppose the establishment of a professional platform. However, the conditions are very difficult. Up to now, no professional group has managed to set up a common platform.

Riet Campell: We are currently dealing with the agenda item "Reports" and have not yet begun the discussion, which can go on forever. Please let us proceed according to the agenda.

Alain de Greef (B): In Belgium we implemented the Eurotest. I keep hearing percentages cited. If I send people to the test who do not fulfil the quality standard, then I will have a 100% failure rate. Belgium took part in the tests. In the beginning only 50% passed. After three years, 80% passed. The percentages don't mean anything. Instead of questioning the test, we should be asking ourselves whether we prepare the candidates properly.

Mario Fabretto (Italy): I wish to apologise in advance for any mistakes I make in expressing myself, as I cannot state my opinion in my native language and must speak a foreign tongue. By way of a brief introduction, Italy has approximately 14,000 ski instructors and 350 ski schools, i.e. a very large number of families make their living this way. There are very hefty debates with the regions, with those responsible for tourism. There are 17 state offices and authorities in the Italian regions, as well as 15 regional trade associations and the same number of regional ski instructors'



associations. And we all have different opinions as to whether foreign ski instructors should be permitted to practice the profession in Italy or not. Unfortunately, in Italy the quarrels between FEMPS and ISIA have also led to hot disputes among AMSI (the voluntary national ski instructor association), the Collegio Nazionale (the national trade association), several regional trade associations and the state authorities. We are slowly getting tired of all this, as every other work is blocked and the resources of the ski instructors are wasted in useless meetings and arguments. FEMPS should be contacted via the Collegio Nazionale to find a compromise solution. In the meantime, 10 years have passed, which we could have used for much more sensible work.

President Campell closed the agenda item "Reports" with the remark that communication must be intensified. The only focus of our work must be our guests.

Item 3 Approval of the 2009 annual financial statement and discharge of the steering committee

The president asked the DM whether all members agreed that Katalin Egri should assume the function of the auditor, as Frank Lund and Tomislav Sepic were not present.

Resolution 2/DM 2010:

The DM unanimously confirmed Katalin Egri (H) as the auditor for fiscal year 2009.

The treasurer Jiri Kotaska presented the 2009 annual accounts in detail and explained the individual income and expenditure items (see appendix).

AUDITOR'S REPORT

The auditor Katalin Egri confirmed that the accounting of ISIA has been audited and is in order.

Discussion on the annual financial statement:

Christian Abenthung (Austria) wanted to know where the expenses for outlays for attorney's fees for filing suits and complaints were decided and booked and how high the expenses were.



GS Hugo Reider answered that these expenses were approved by the steering committee and that outlays of € 10,000.00 were booked as expenses of the Commission for 2009.

Roger Mure-Raveaud (F): - France will not approve the annual accounts.

Upon conclusion of the discussion, the president requested the delegates' meeting to approve the 2009 annual accounts.

Resolution 3/DM 2010:

The DM approved the 2009 annual accounts with a majority, with opposition from Austria (6), France (11) and Belgium (1): 48 votes for and 18 votes against, no abstentions) and unanimously discharged the steering committee and president.

Item 4 Membership fees

For 2011 the steering committee proposed that the membership fees remain the same. The DM agreed.

Resolution 4/DM 2010:

The DM decided unanimously to keep the membership fees for 2011 at the same level as before: the basic fee per member association with up to 500 ski instructors is CHF 750, and CHF 1.50 for each additional ski instructor.

Item 5 2011 Budget/Approval

The 2010 budget was presented by the treasurer Jiri Kotaska (see appendix).

Discussion on the budget:

Christian Abenthung (A): What share of the balance sheet losses of CHF 50,000.00 was accounted for by payments to Attorney Mailänder?

President Campell: The majority of the expenses went for the preparation and maintenance of the database and monitoring activities.



Abenthung: Why did the costs for badges rise from CHF 1,000.00 to CHF 18,000.00?

Campell: When you read the entire balance sheet, it is easy to understand that this is a transitory item. New badges are being ordered, which however will be paid for by the members themselves. The same amount is found on the income side.

Abenthung: Why are no costs for events budgeted for 2011?

Campell: Because, as you know, INTERSKI will take place in 2011 and every country pays for its own participation.

Abenthung: A budget is a plan, and if you don't understand the plan, you can't approve it. In the next 2 years there are already plans for 25% of the reserves. But the activity schedules are missing. Austria cannot approve such a budget.

Roger Mure-Ravaud: France cannot approve any preliminary budget. It would be better to invest in research and development than to spend the money on lawyers.

Campell: Twelve years ago I took over the presidency of ISIA with a balance of approximately CHF 150,000.00. During this period, thanks to our personal commitment and because none of us in the steering committee charged for our services, we have doubled the assets of ISIA and have still carried out all activities and launched many new ones as well. Each of us in the steering committee has contributed to this with our idealism and personal sacrifice. We presented our plan clearly this morning. The database must be created, the monitoring carried out and the adopted resolutions implemented. This is no longer possible with voluntary work alone. If the budget is too unclear, I propose postponing the resolution. We will work out a more detailed plan and present this to the DM at Interski in St. Anton together with the budget for 2012 as well.

Resolution 5/DM 2010:

The DM unanimously approved postponing the resolution on the 2011 budget and voting on it at the DM in January 2011 at Interski in St. Anton, when a detailed schedule for the planned activities will be presented together with the corresponding expenses.



Item 6 New membership applications

The general secretary reported for the legal committee that there were no new membership applications.

Currently the admissions processes are still pending for the following national ski instructors' associations: Ukraine, Macedonia – F.Y.R.O.M. and Latvia. It has not yet been possible to carry out any reviews in these countries, primarily because it was not certain that the respective training programmes are being carried out independently and achieving the highest levels of training. It is proposed that these associations continue to retain their observer status.

The petition of the Korean ski instructors' association KSIA, which was submitted at the last DM, is now ready to proceed further. The missing documentation has been submitted in the meantime and the vice president for Asia, Yuichi Mabuchi, together with the TC member Eiichi Kodama, visited the Korean ski instructor training programme twice last year. The formal requirements have all been fulfilled, the documentation is complete; only the certainty regarding the fulfilment of the minimum training standards.

The steering committee proposed to grant the Korean ski instructors' association KSIA the status of a candidate country/observer.

The representative of the Korean ski instructors' association Dong Hwan Kim was requested to come to the podium to introduce his association to the DM. After the brief introduction, the vote was held.

Resolution 6/DM 2010: The delegates' meeting recognised the application of the professional ski instructors' association of the Republic of Korea (South Korea) - Korea Ski Instructors Association - KSIA - and granted them candidate country status.

T7 Petition for the exclusion of a member (SNMSF - France)

The legal committee filed the petition via Björn Zeitz to have this item placed on the agenda.

The petition itself with the grounds for it was sent to all members. In this regard, Björn Zeitz explained that the legal committee primarily wanted to and still wants to inform the wider audience of members aware of the



conduct of the French president and to reveal how France as a member is proceeding to weaken and damage the image of the ISIA and the ISIA stamp throughout the entire world. Apart from the fact that all requirements for expelling France from the association have been fulfilled, the legal committee would have nothing against the steering committee removing this item from the agenda, as the desired purpose was fulfilled.

Abenthung (A): It is rather odd that such a petition was filed against a or rather the founding member of ISIA. I find the approach unprecedented: the choice of words alone such as “infamous”, “unscrupulous”, etc. An expulsion would be possible only in the case of intentional damage to the reputation of ISIA or based on a violation of the statutes. Gilles Chabert merely introduced the FEMPS to the cableway association and did it in a democratic manner.

Riet Campell: We can all read what was written. The fact is that I as the president of ISIA was invited to the cableway conference in March 2010 as a speaker, where I was given the opportunity to introduce ISIA. After the letter from Chabert, I was simply disinvited, my presentation was cancelled, I was declared persona non grata and they didn't want to hear anything more from ISIA, as they had already gotten all the information from Gilles Chabert. And I can also tell you that it came very close to a decision being made by FIANET, after the letter from Chabert and upon request from the French cableway association, to recommend to their members that all benefits for ISIA members be cancelled. Only intervention by the Swiss and German representatives, who were then supported by others as well, prevented this at the last minute. This has absolutely nothing to do with democratic procedure, good manners or common decency.

Heidi Rünnow-Imhof (DK): For us in Denmark it is not so important to be a member of ISIA for financial reasons such as a cheaper lift pass. However, our ski instructors also take the Eurotest. Some pass the test and some don't. But after intensive training, they succeed. We are satisfied with the Eurotest - not necessarily with its current form, but certainly with the principle of it. We are surprised about the petition to expel such an important member as France. In the 1990s there were huge misunderstandings between France and Denmark. However, we resolved these using a different approach, namely with bilateral agreements. Since 1999 we have worked closely with ENSA and SNMSF. Our French partners have also benefited from these agreements and there are certainly aspects of the French training programme with which we do not always agree. We discuss these in a platform between Denmark and France and find solutions. Expelling France from ISIA would not resolve the problems in any way.



Roger Mure Ravaud (F): One cannot simply withdraw such a petition. A vote should be held now. We repeat: a vote is listed on the agenda and we want a vote to be held now.

The French delegates distributed an open letter from SNMSF to all delegates of the ISIA DM, which among other things requested that the following items be put on the agenda of the next DM:

- the expulsion of Björn Zeitz
- the resignation of the entire ISIA executive board
- the publication of a press release in which this type of reparation is announced.

Alain de Greef (B): Everything has become very emotional. There is a serious error in communication. You've all known each other for years, you talk to each other. In the future, I want communication to take place before such a situation arises.

Petar Jankow (Bulgaria): Do we want to argue or do we want to try to build a bridge?

For the steering committee, with the agreement of the petitioner, the legal committee, President Campell declared that the petition of the steering committee to put the expulsion of a member on the agenda under point 7 was withdrawn. If a vote was still desired, a new petition must be filed, which would then be accepted by the DM as a new agenda item.

Abenthung (A): According to section 4 of the procedural rules, a filed petition cannot be withdrawn.

Roger Mure Ravaud (F): We are not here to vote on splitting legal hairs. France has been the victim of an injustice. We demand that the delegates state whether France should remain a member or not.

Alain de Greef (B): I heard exactly what was said. Belgium moves that SNMSF-France be expelled from the ISIA.

The approval of a petition as a new agenda item must be confirmed by the delegates' meeting in accordance with section 3, paragraph 2 with a two-thirds majority.

The vote was done using a ballot, after Messrs. Justo Olivieri (Argentina) and Dersey Mark (USA) were unanimously appointed as vote counters by the DM.



After the votes were counted, the result of the vote was announced:

For the approval of the petition: 32 votes

Against the approval: 34 votes

The Belgian petition was thus rejected; a vote on the expulsion of France did not take place.

8 Interski 2011 – St. Anton, Austria

There was nothing further to report at that time; important messages were already included in the introductory remarks of President Melmer.

9 2012 convention

There were no concrete inquiries for hosting the convention; any interested members should apply in writing by the time of the Interski convention.

10 2013 ISIA world championship

An initial application from Russia to host the world championship has been received. If there are further members interested in hosting the event, the written applications must be filed before the DM in St. Anton, at which the decision will be made.

11 Miscellaneous

Andrew Lockerbie requested that the designation “United Kingdom” instead of “England” be used in the future in the minutes and official ISIA lists, as England is only one part of the United Kingdom.

In the future, the documents should be given to the delegates earlier so that they can prepare themselves better.

BASI has an affordable insurance for snow sports instructors, an accident insurance with repatriation cost coverage, which they would be happy to offer to other interested member associations as well.



Roger Mure-Ravaud apologised to Greece for the example used in the letter from Gilles Chabert.

As there were no further remarks after that, President Campell closed the meeting at 6:30 p.m.

The President

Riet R. Campell

The General Secretary

Hugo Reider

Appendices to these minutes:

- 1) *2009 annual accounts, already received*
- 2) *2011 budget, already received, has to be postponed*
- 3) *Petition of the legal committee to expel France, already received*
- 4) *Letter of the SNMSF - Gilles Chabert to the French Cableway Association including the e-mail from him to all FIANET associations, already received*
- 5) *Petition of the ÖSSV to the DM dated 06.05.2010, enclosed only in German*
- 6) *Open letter of the SNMSF to the ISIA delegates' meeting, has been given by Roger Mure-Ravaud during the AD*
- 7) *Letter of the Greek Ski Instructors' Association to ISIA, enclosed only in french*