



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

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# Minutes

## Steering Committee Meeting 01/2013

on 28 January 2013

Pamporovo – Bulgaria

Hotel Perelik



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## **Present**

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

## **Apologies:**

<b>Vice President America:</b>	Martin Bacer
<b>Advisor:</b>	Gilles Chabert
<b>Advisor:</b>	Richard Walter

The meeting began at 9 a.m. on 28 January 2013 in Hotel Perelik, Pamporovo, Bulgaria.

## Regarding the AGENDA of the meeting:

The agenda had been sent to all steering committee members and there were no further motions or amendments so it was considered approved.

### **1. Welcome**

The President welcomed all participants and thanked them for coming. Vice President America Martin Bacer had sent his apologies as he was currently travelling on business in North America with guests, but had sent a short message to the steering committee.

The advisors Richard Walter and Gilles Chabert had also sent their apologies.

President Campell announced that he had arrived the previous day to help with the organisation and had inspected the slopes together with Jan Kindschi and carefully checked the competition rules again.

Everyone here in Pamporovo has been making a great effort, Petar Iankov is very committed and his presence is felt everywhere. It has been difficult to find sponsors here just as it is everywhere else and this situation will probably not get any easier in the future. But Petar was able to sign up the owner of the skiing area, Mrs. Tcvetelina Borislavova, as a sponsor for this event and this led to commitment from other sponsors.

A European Cup event for ladies took place here last week and Pamporovo



is one of the candidates for the Interski 2019.

The Minister for Sport Svilen Neikov held a reception yesterday evening – both he and the Minister for Tourism Delian Dobrev are guests of this event. The ministers seemed very determined and keen to encourage the development of snow sports in Bulgaria. The Interski candidacy has received broad support, also from the government.

The President reported on the 50th anniversary celebrations of the BASI at the Houses of Parliament in London and again congratulated the BASI. Dave Renouf thanked the ISIA President on behalf of the BASI for attending the event.

President Campell attended the calibration test for reference skiers in Kirchberg (Austria) together with a few Swiss calibration skiers. The Swiss skiers were allowed to take part. The race was very well organised. It was a very difficult race with very high standards, almost like a World Championship race. We did however notice, and this was admitted by the reference skiers, that their performance was not always consistent, some days can be better, some days can be worse and this always has an impact on the final result.

Mr Gaster from the EU Commission was also present in Kirchberg and President Campell was able to have in-depth and productive discussions with him and obtain more information.

A lot of time has been invested in the preparation of the World Championship since the last meeting but all the efforts have been worthwhile.

At this meeting, we will have to deal with the two still unanswered letters from the BASI and the AMSI. Having first discussed the letter, the Presidency decided that this was a matter for the steering committee.

Our thanks go to the company Schöffel for agreeing to act as sponsor for the ISIA and for their willingness to provide all steering committee members with a ski uniform, without any major formalities.

## **2. Reports of the Vice Presidents and committee members**

### **2.1. Report Vice President America**

Martin Bacer: had sent his apologies by e-mail as he was away on business with guests in North America and he had also sent his thoughts regarding today's meeting.

He is sorry that Italy and a few other members do not want to accept the Krakow elections. Democratic elections took place, people were voted in and it was also clear that the ISIA President is held in great esteem, whether the votes come from large, medium or small countries. We cannot look back



now, we have to move forward and the steering committee must work for the common good of the members. There are 38 other national member associations in the ISIA besides Italy.

He wishes everyone a successful meeting and all the best for the World Championship.

## **2.2. Report of Vice President Asia**

Yuichi Mabuchi: does not have much to report at the moment. He is only surprised at the countries that are not attending this World Championship and wonders what opinions they have, what goals they are pursuing if they do not want to take part in the ISIA events.

## **2.3. Report of Vice President Europe**

Vittorio Caffi: confirmed the President's statements. It is important for the ISIA to be here, it is important for this event to take place, for the World Championship to be carried out, important for the ISIA itself and for the image of ski instructors and also for the host who has really gone to a great deal of effort. The presence of two government ministers is evidence of this. There are a few important points to discuss, especially the reaction to the two letters from the BASI and the AMSI, then the inspections to be carried out at the training sessions of the associations and the continuation of the database.

One thing must be clear to the representatives on the steering committee, that the ISIA has to work for the good of all members and it is not right to only take into account the interests of a few large member nations.

Further reports and discussion:

Riet Campell regards the statements of many nations that they have no money to take part in this event with some scepticism. It is clear that France, Austria and Italy had no wish to take part. These circumstances apparently influenced a few others to do the same.

There is simply a lack of support. Nevertheless, there are 16 national associations present with over 160 participants. That can also be regarded as a major success and the losers are those that are not here.

The President is also disappointed that people have had themselves elected onto the steering committee and then do not take part in it. If you do not take part in the work of the association, you destroy it and it really looks as though such people want to block the work of the ISIA and make it fail.

Of course we need to consider whether those present are doing something wrong, whether the goals we have set ourselves are too high.

There have been associations and meetings of national ski instructor associations for more than 60 years, but it now seems more and more that each country wants to go its own way.



Yuichi Mabuchi: The World Championship is a major ISIA event and has nothing to do with politics.

Valentin Kiedaisch: The elections in Krakow were a referendum on the future of the ISIA! The goals have been predefined!

Riet Campell: The purpose of the ISIA is to network and build friendships, to see what others are doing and to learn from it. Everybody can then copy what they have learnt when they get home or do it better.

Valentin Kiedaisch: Germany has introduced new state training regulations with multiple sports at a low level and skiing or snowboarding as the major discipline.

The training in the DSLV has been changed to "levels", levels 1 to 3 are the qualifications in the DSLV, level 3 is the prerequisite for entry to the "state certified" ski or snowboard training.

There is also a new training course for "Freeride Guides" in cooperation with the "Bergführerverband" (Association of Mountain Guides), just for state-certified guides.

There have been a few direct enquiries from ISIA member associations to the DSLV asking how Germany will react to the letters from the BASI and the AMSI.

Dave Renouf: The BASI is also cooperating with a university on training courses now.

Riet Campell: Should we not be asking ourselves whether it might be too difficult to become a ski instructor in future and that maybe people will no longer attend our training courses?

Jiri Kotaska: The ISIA test in the Czech Republic had to be cancelled unfortunately because the conditions were simply no longer suitable after a period of warm weather with rain.

At the last meeting in Brussels, France was told that if the MoU continues to exist, it must be agreed by the European Parliament. France is now trying to get other member nations that have not yet signed up to change their minds and sign after all.

The group of Eastern European countries communicate regularly with each other and are of course asking what they should do. Sign it or not? And there is some uncertainty as to what should happen next.

The ISIA can give no indication in this respect as the association must abide by the statements already made.

Vittorio Caffi: Of course we as the ISIA also need to ask ourselves what we should do? Should we sign it or not? What would be the outcome for the majority of members and what would be the outcome for the ski instructor's profession?

Our Delegates' Meeting has decided that we have our system, minimum standard in training and the ISIA test! This must be pursued further,



regardless of the outcome of the negotiations of government representatives at European level.

Dave Renouf: Maybe the point of the MoU has been misunderstood. It doesn't just mean the Eurotest and the Euro Safety Test but the content too. The training courses will also be compared. There are different training systems. It is important that these can be retained. We need to compare the content and the skills acquired.

The President suggested proceeding to the next agenda item since any further discussion would digress from today's agenda.

### **3. ISIA database – ISIA card – ISIA test 2013 programme of inspections**

The introduction of the ISIA database was agreed unanimously at the Delegates' Meeting at Jesolo 2008 (33 member associations present – apologies: Australia, Chile, Greece and Sweden), and indeed with some enthusiasm.

But there are many members who have still not entered their ski instructors and some that openly speak out against it.

A functioning database is very important for the ISIA.

Vice President Caffi explained that additions are always being made and that currently half the nations (19) have entered their data. There are still 20 missing however, including France and Austria.

The database must now be completed, the project must be implemented gradually and the member associations must be convinced of the advantages.

Mario Fabretto is working on the development of a new interface so that it will be possible for every country to manage their own data.

How can we persuade the member associations to enter their data? We must arouse the interest of the ski instructors. The ski instructors should want to be entered in the database themselves. For this to happen, we need to advertise the existence of the database to encourage the interest of the ski instructors.

One step could be to make a change to the bylaws, namely that only ski instructors entered in the database would be allowed to vote at the DM.

There are members who are openly against entering their data such as Austria according to Richi Walter, some that are a little slow in deciding and there are probably some that are technically unable to transmit the data. We must find ways to encourage member associations to make their entries.



### **Resolution 1-1/13:**

The steering committee unanimously decided to write to all member associations who have not yet made any entries asking them to please make their entries in the database, referring again to the importance of a complete database.

A preview of the database should be set up on the ISIA website with a sample page.

Dave Renouf suggested we should proceed very carefully as things may have changed since 2008 when every nation voted in favour of the idea. We would not want this to lead to any further escalation of the contentious atmosphere in the association.

### Training inspections:

There are currently 5 applications pending:

Canada: Inspection of minimum standard for ISIA stamp and card  
An inspection of examinations was carried out by Eiichi Kodama and Hugo Reider in April 2011. The activity is to be completed by inspecting the training content.

Andorra: Inspection of minimum standard for ISIA stamp and card  
An ISIA test will take place in Andorra on 8 March. Dave Renouf offered to carry out the inspection.

Norway: Inspection of minimum standard for ISIA stamp and card  
Norway will be carrying out an ISIA test on 8 April. Vittorio Caffi will be present.

Montenegro: Inspection of minimum standard for ISIA stamp and card  
Courses and examinations are to take place in the second half of March. More clarification is required. Hugo Reider may be prepared to travel there, together with Sandi Murovec.

Bosnia: Inspection of minimum standard for stamp for admission as new member.

Final examinations for the highest training level will take place on 16/17 March. Hugo Reider and Sandi Murovec are to be the inspectors on site.

Here is a reminder of the conditions for the inspections:

ISIA will pay travel expenses to the country of destination, e.g. flight costs to the nearest airport and will pay the commission members a flat rate for expenses of € 150.00 per day.

The member association being inspected must pay for accommodation and food as well as transfer expenses from the airport to the ski resort.



It would be good if the steering committee members could suggest some technicians who are active in the various training areas and who could carry out inspections on behalf of the ISIA.

**Resolution 2-1/13:**

The coordination of the training inspections and general inspections will be handed over to Vice President Vittorio Caffi, who will decide on the members of the inspection commissions.

**4. ISIA Delegates' Meeting**

A discussion was held on the suggestion to hold the next Delegates' Meeting at the same time as the General Meeting at Ushuaia from 7 to 12 September 2013.

**Resolution 3-1/13:**

The steering committee unanimously decided to hold the 2013 ISIA Delegates' Meeting in Ushuaia (Argentina) because a large number of member associations will already be there due to the Interski General Meeting.

**5. Statement of accounts 2012**

The treasurer Jiri Kotaska presented the annual financial statement for the period to 31/12/2012, as prepared by the office in Belp, to the steering committee for submission to the DM.

**Resolution 4-1/13:**

The annual statement 2012 was unanimously approved by the steering committee for submission to the DM.

The budget for 2014 also needs to be drawn up, which will also have to be approved by the DM.

There are some basic questions to be answered: what do we want to do? Relocate to a professional office and furnish accordingly? In such a case, we would be faced with at least CHF 50,000.00 in annual expenses. If we do not increase our income at the same time, our reserves will be used up in 4 years. What will happen then?

On the other hand, it is not good to do nothing and just save the assets that have been accumulated.

The steering committee does not feel able to decide on extensive changes





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at the moment so a budget proposal will be drafted which roughly reflects the income and expenses of the last one.

### **Resolution 5-1/13:**

The steering committee unanimously decided to submit the budget for 2014, which is attached to these minutes, for approval to the Delegates' Meeting.

The meeting was interrupted at 12:30 p.m. for a lunch break and resumed in the afternoon at 3:30 p.m. as Eiichi Kodama had to take part in the World Championship event as a jury member.

The steering committee members were invited to gather at the finish slope dressed in the new uniforms provided by Schöffel.

## **6. Letters from BASI + AMSI**

### Letter from AMSI:

President Campell explained that it was the ISIA that had invited the AMSI for a discussion in Lazise and had arranged for the steering committee meeting to be held in Italy for this purpose. The ISIA had presented its offer. The AMSI did not take the offer up because they wanted more.

The steering committee could not agree to their demand to throw the General Secretary Hugo Reider out and replace him with another Italian chosen by the AMSI. He was rather disappointed with their approach and that the letter from the AMSI had been sent to all member associations.

There was no need to discuss the matter again, he as President is not prepared to change the General Secretary. Such dictatorial demands cannot be agreed to.

Dave Renouf suggested that the BASI could mediate to minimise the risk for the ISIA.

The President asked the steering committee if they were all in agreement that he now prepare a response to the letter from the AMSI with the help of the Vice President Europe and the General Secretary and then send it to all the member nations and the regional AMSI associations.



Valentin Kiedaisch was basically in favour but felt that the answer should contain more details and better explain the background as the letter is going to all nations and these do not know all the details.

In this connection, Vittorio Caffi suggested that the letter sent to the AMSI by the steering committee be translated into English and this translation sent with the response. The AMSI had also included an English translation of their own letter.

Jiri Kotaska is of the opinion that these countries either want to be involved for the power or they simply want to ruin the ISIA. But the ISIA is a worldwide association and we do not want to destroy the ISIA and won't let ourselves be destroyed.

#### Letter from the BASI

The President explained that he was really very disappointed with the letter from the BASI, on the one hand he was disappointed with Dave as a steering committee member personally and naturally also with the BASI which is, of course, represented by its President. He would have at least hoped that the letter first be sent to the steering committee and not like an ambush, sent to all nations without even addressing it to the ISIA steering committee. No steering committee member as such has officially received this letter.

We had left the meeting at Lake Garda believing that we had reached a good compromise which could be acceptable for everyone. Then this letter!

Vice President Caffi agreed with these comments and said that he was also very disappointed. Such a form of communication is very alienating. This letter clearly aimed to expose the steering committee, question its credibility and divide the members.

In Dave's defence however, it must be mentioned that when he spoke to him afterwards, Dave explained that he had not known about the letter as his father had died at exactly the same time.

Dave Renouf: The BASI is demanding that the situation in the ISIA be fully disclosed. He had given the report on the meeting in Lazise to his President and also passed on Italy's demand in the form it was made. There had been a discussion in the BASI concerning the risks for the ISIA, that this was still due to the old dispute between the FEMPS and the ISIA and due to people who had not been replaced. He had admittedly known about a letter but knew neither the precise content nor to whom it was addressed.



Valentin Kiedaisch: If I were to bear in mind the history of the last few years and slip into the role of strategist for a moment like Björn Zeitz, I would say that the whole thing was a deliberate game. First we get the letter to all members from the BASI and then, a short time later, the letter from the AMSI. This course of action was agreed between F, A, I and GB.

This is simply dishonest because people are continuing to work against the ISIA.

Riet Campell: There are 4-5 national member associations working against the ISIA but there are still the remaining 35 that want a worldwide association and believe in one, are prepared to cooperate in such an association, who are looking for friendship and prepared to campaign and work for the future development of snow sports.

#### **Resolution 6-1/13:**

The steering committee unanimously authorised (with one abstention) the Presidency and the General Secretary to draft a reply to both letters and send the reply, together with a translation in the languages used in the incoming letters, to all member associations.

Yuichi Mabuchi commented that there would always be many problems but that you need to keep to the rules.

### **7. Complaints**

Norman May, a ski instructor from Great Britain who did not pass the final examinations has been complaining for almost six months now that he has not been treated properly by the BASI and by certain trainers and is referring to certain deficits in BASI's training.

As the BASI is apparently ignoring him, he has approached the ISIA and requested that the ISIA intervene. The complaint file is already several centimetres thick.

The GS has replied to him explaining that the ISIA does not have the authority to interfere with the internal affairs of member associations unless it can be established that ISIA bylaws have been breached or the minimum standard of training is no longer being complied with.

Despite this, we continue to receive new letters and demands.

Dave Renouf explained that this is a candidate who failed the examination and is now seeking the reason for his failure anywhere but in himself.

#### **Resolution 7-1/13:**



The steering committee agreed that Dave Renouf should settle the matter within the BASI and give a brief report at the next steering committee meeting.

The GS gave Dave Renouf a copy of the complaints.

## 8. Working programme 2012-2014

President Campell asked the steering committee members if they wished to continue with the working programme which contains several points that had been used by the candidates as an election manifesto in the Delegates' Meeting in Krakow.

### Resolution 8-1/13:

The steering committee unanimously agreed that the working programme must be implemented and that the association should continue to work on it. The working programme makes the goals transparent for the members too and each member association can be involved in their implementation and contribute to any discussions.

Overview of implementation of the working programme so far:

1	ISIA card – ISIA stamp: minimum standard:- programme of inspections as above
2	Database: continued expansion driven by Mario Fabretto. Invitation to all member associations
3	ISIA World Championship at the INTERSKI: application submitted. To be dealt with at the Interski GM in Ushuaia
4	ISIA World Championship in Bulgaria 2013: preparations positively concluded; steering committee members involved in implementation. Debriefing through press releases.
5	Revision of bylaws: elections/votes: We will wait to see what happens in Europe in June 2013.
6	Programme from Krakow - Gilles Chabert: on ice until Gilles attends a meeting
7	Project for social media: facebook page has been up and running since November, currently 245 people have liked it. A page for all those interested. We should now establish a group for the individual countries and then invite those responsible for social media in the relevant associations. Maybe a closed group for the steering committee.
8	Website: No proposals have been received yet.
9	ISIA domain: revision of IP address: the domain "isia.ski" has been reserved
10	C.I. marketing: Dave Renouf will bring some proposals to the next meeting
11	Steering committee – uniform: Schöffel has supplied the uniforms! Many thanks to Schöffel.
12	ÖITAF - Contact International Organisation for Transportation by Rope - still to do
13	ISIA finances: also still to do
14	Technical event: Vittorio and Eiichi will submit suggestions for 2014
15	ISPO – Munich: ISPO has itself asked how the cooperation should continue, so



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the ISPO is interested.

## 9. Dates, meetings

### Resolution 9-1/13:

The next steering committee meeting will take place at Dreizinnenhütte, Sexten, South Tyrol on 1 July 2013.

Arrival Sunday, 30 June, 1 July steering committee meeting and departure in the afternoon or on 2 July for those that want to stay longer.

Upcoming events:

06-13 April 2013 –

IVSI Congress

07-12 September 2013 –

Ushuaia, Argentina: Interski GM

ISIA Delegates' Meeting

## 10. Miscellaneous

As there were no further requests to speak and nothing else to discuss, the President closed the meeting at 6 p.m.

**Keeper of the minutes**

GS Hugo Reider

**The President**

Riet R. Campell