



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

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# Minutes

## Steering Committee Meeting 02/2013

1 July 2013

**Sexten/Sesto – Italy**

Dreizinnenhütte/Rifugio A.Locatelli-S.Innerkofler



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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>	Dave Renouf
<b>General Secretary:</b>	Hugo Reider

## **Apologies:**

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

The meeting began at 8:15 am on 1 July 2013 in the Dreizinnenhütte/Rifugio A.Locatelli-S.Innerkofler in Sexten/South Tyrol, Italy

## Regarding the AGENDA of the meeting:

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

### **1. Welcome**

The President welcomed all those present, thanked them for coming and thanked the GS for the organisation.

Apologies for absence had been received from: Vice President America Martin Bacer, for whom the winter season had just begun. He said he can always be reached via Skype if necessary.

Further apologies from the advisors: Valentin Kiedaisch due to too much work in his own company, Richard Walter is still on holiday and Gilles Chabert has commitments in his own association.

The steering committee members arrived the previous day and were able to begin discussions the previous evening so that today's proceedings could be tied up quickly.

The main point of the meeting is to prepare for the DM in Ushuaia.

The President reported that he wanted to travel to Grenoble again in the summer to speak to Gilles Chabert personally and see if a common solution could be found which would also comply with the ISIA bylaws. Chabert had again clearly indicated in the e-mail apologising for his absence that the "Italian problem" was



still awaiting a solution.

The steering committee agreed with the President's proposal. After the meeting with Chabert, there should also be a meeting with Richard Walter and Maurizio Bonelli.

### **Resolution 1-2/13**

The steering committee authorised and commissioned President Campell and Vice President Caffi to carry out talks with Gilles Chabert, Richard Walter and Maurizio Bonelli and seek a solution to the conflict with France, Austria and Italy.

President Campell spoke about a letter he had received from BASI President Gareth Roberts personally, which was still awaiting an answer.

The President was in Appi/Japan at the SIA Festival in April. There were also Koreans there taking part in the ISIA test.

## **2. Reports of the Vice President and board members**

### **2.1. Report of the Vice President Pacific Region**

Yuichi Mabuchi: A year has now passed since the death of Prince Tomohito and work is again moving forward with new energy. The ISIA President and 2 Swiss demonstrators had been invited to this year's SIA Festival. Their presence and appearance were very well received.

There were also 25 Korean trainers present who wished to qualify for the ISIA card and took part in various courses and workshops at the festival and also passed the ISIA test with the Swiss reference skiers.

Korea would like to continue improving its training standards and reach the ISIA card level. Until approval has been granted by Japan however, Korea will not be able to carry out an ISIA test themselves.

Korea has also increased the number of ISIA stamps requested as more and more ski instructors are reaching this standard and meeting the corresponding requirements. The stamps will be issued to KSIA when the ski instructors have been registered in the ISIA database and appear there.

Japan will take part in the Interski annual general meeting in Ushuaia with the SIA and SAJ.

### **Resolution 2-2/13**

The Korean Ski Instructors' Association KSIA was authorised to issue the ISIA card to its trainers. The cards will be printed by Swiss Snowsports.

### **2.2. Report of the Vice President America**

Martin Bacer: He reported by e-mail and over the phone that Argentina is currently having major problems getting recognition of qualifications in Italy. There is a mutual agreement on recognition with the Collegio Nazionale but this no longer seems to have any value.

Otherwise he wished everyone success and hoped that the DM in Ushuaia would be well attended by ISIA members.



### 2.3. Report of the Vice President Europe

Vittorio Caffi: According to information he has also received, Italy seems to be blocking all foreign ski instructors at the moment. This is a worrying development which is not really conducive to the positive development of tourism in the future.

The provisional MoU which appeared to run out in June has been renewed for another year, against expectations, without being signed by the intended minimum number of 9 member states. Italy regards this project as leverage it can use to turn away all foreign ski instructors who come from countries that have not signed (or could not sign because they are not Europeans). Apparently they are currently asking for the Eurotest as proof, even for occasional services.

A further problem is the situation at the ski lifts in France and to some extent in Austria and the eastern part of Italy. The ISIA stamps are no longer recognised at these ski lifts as a means of obtaining discounted ski passes. The French cableways association has pushed strongly in this respect and has contacted all the national associations connected to FIANET asking them to only consider ski instructor passes with the MoU sticker for discounts in future, in line with the European agreement.

The French association has even asked Andorra to join this arrangement. This is an obvious attack on the value and image of the ISIA stamp by the French Cableways Association.

ISIA must be more active in this respect and take the necessary steps.

#### **Resolution 3-2/13**

The steering committee agreed to step up contact with the cableways associations, on both a national and international level. President Campell and Vice President Caffi were authorised to revive the contact with FIANET to clarify matters; the best approach would be for the ISIA to give a presentation at the next FIANET general meeting.

The individual steering committee members were asked to establish contact with their respective national cableways associations and if necessary to organise a meeting with the ISIA President/Vice President Europe.

Feedback requested by the next steering committee meeting in the autumn.

### **3. ISIA database – ISIA card – ISIA test 2013 inspection report**

Vice President Caffi (also responsible for the tasks of the former technical commission) reported on the inspections carried out:

Norway: Inspection of the minimum standard for the ISIA stamp and card Norway carried out the ISIA test, the training content was inspected locally. The results of the inspections were completely positive, Norway reached the standard necessary for the award of the card.



### **Resolution 4-2/13**

The training standard of the Norwegian Ski Instructors' Association DNS complies with the ISIA minimum standard for the ISIA card. The Norwegian Ski Instructors' Association was granted the right to award its members who have achieved the highest training standard the ISIA card when they have passed the ISIA test and safety test.

Andorra: Inspection of the minimum standard for the ISIA stamp and card  
In Andorra, all training is subject to supervision by the state (EFPEM). The Ski Instructors' Association AAME is interested in achieving a high standard of training and consented to inspection by the ISIA.  
The inspections were carried out and the ISIA test duly completed. The inspectors issued a positive assessment.

### **Resolution 5-2/13**

The standard of ski instructor training in Andorra carried out by the EFPEM complies with the ISIA minimum standard for the ISIA card. The Andorran Ski Instructors' Association AAME was granted the right to award its members who have achieved the highest training standard the ISIA card when they have passed the ISIA test and safety test.

New Zealand: Second ISIA test planned for September  
New Zealand would like to carry out a further ISIA test in September. ISIA will have to send two inspectors to confirm proper completion.

### **Resolution 6-2/13**

Vice President Caffi was authorised to send two inspectors if possible but at least one to New Zealand for the ISIA test in September and to make the necessary arrangements, including ensuring that expenses are covered.

Bosnia and Herzegovina: Inspection of the minimum standard for the stamp for admission as new member  
The inspections were carried out in Jahorina by Sandi Murovec (SLO) and Kristo Zgurovski (BUL) during the final examinations in March with positive results. The training of the Bosnia-Herzegovina Ski Instructors' Association ATUS u BiH met the prescribed minimum standard for the ISIA stamp.

### **Resolution 7-2/13**

The steering committee gave a positive report to the DM regarding the admission of the Bosnia-Herzegovina Ski Instructors' Association ATUS u BiH as a full member of the ISIA.

Sweden: has applied for inspection of the minimum standard for the ISIA stamp and card.  
The necessary documentation has already been submitted, a date still needs to be set for the inspections.



## **Resolution 8-2/13**

Vice President Caffi was authorised to arrange appointments for the inspection in Sweden and to appoint a maximum of two inspectors or carry out the inspections himself.

Canada: Inspection of the minimum standard for the ISIA stamp and card  
Although the inspection of the final examinations for level 4 carried out in April 2011 by Eiichi Kodama and Hugo Reider (together with the Italian national trainers Andrea Bianco, Waltraud Kirchler and Christine Zemmer) resulted in a positive outcome and an award of the ISIA card would have been recommended for this training level, Canada would prefer not to take up the card and just have the ISIA stamp.

Canada is not interested in an ISIA test, nor does it want to carry it out. A racing test to acquire a professional qualification goes against their opinion of professional requirements and the professional qualifications of a ski instructor.

Montenegro: Inspection of the minimum standard for the ISIA stamp and card  
The event which took place in Zabljak in March did not include the final examinations but was a 4-day seminar (further training course) for ski instructors covering safety measures and skiing off-piste.

The Montenegrin Ski Instructors' Association requires its ski instructors to attend two seminars a year, one at the beginning of the season and one at the end of the winter season. The participants are assessed and those who do not complete the seminar with positive results are relegated to the next category down.

GS Reider was in Montenegro and observed the seminar work. The organisation and implementation was professional and the technical standard of the level 3 ski instructors was satisfactory. However, even when you take into account that the ski instructors in Montenegro add between 6 and 8 days of training to their professional curriculum every year, they still do not achieve the standard required for the ISIA card. They do carry out a giant slalom but it does not comply with the ISIA test requirements.

It may be possible to arrange an ISIA card just for the trainers, following a further check.

## **ISIA DATABASE**

The ISIA database is the ISIA's strength and it therefore needs to be carefully nurtured. It is also the basis for the inspections. As soon as the database is completely functional, it will be possible to determine, anywhere in the world, who has the professional ski instructor qualification of a certain standard.

There are currently around 30,000 ski instructors in the database. Mario Fabretto is responsible for the entries and the data management. And he has already made a few suggestions for how it could be presented differently.

The database should be structured in 3 sections: 1) for the end user, 2) for administrators and 3) for an overall administrator who can control everything. The individual member associations should be granted administrator rights so that they can enter the annual changes themselves. Otherwise there is the problem of associations advising of their updates too late or not at all. There



would then be ski instructors in the database who are no longer active and new ones who have only just completed their examinations would be missing. For example, this year only the UK and San Marino have submitted their updates on time and have current data in the database.

Mario Fabretto as "Overall Administrator" registers new entries, helps with any problems and manages and maintains the database.

There are still a few problems to solve, for example in the case of multiple sports or when a ski instructor is entered in several associations.

ISIA needs to adopt a resolution on the use of the database and who should have access. In the future, it will be possible to retrieve data using various filters.

#### **Resolution 8-2/13:**

The steering committee decided to send a new letter to the member associations, again with the necessary explanations and instructions for the database itself, requesting those who are not yet recorded in the database to have their data entered and for everyone else to supply updates. Mario Fabretto will then contact the member associations directly. There should be a direct connection between the member associations and Mario Fabretto as administrator of the database, without going through GS or steering committee.

#### **4. ISIA Delegates' Meeting**

The delegates' meeting will take place in Ushuaia (ARG) on 9.9.2013. Unfortunately only a few member associations have confirmed their participation so far.

President and GS presented a proposal for the agenda of the DM, which was discussed and voted on.

#### **Resolution 9-2/13:**

The steering committee agreed to approve the agenda for the DM in Ushuaia as previously discussed. The secretary's office was asked to send this agenda to the members. Agenda is attached to these minutes.

#### **5. Revision of bylaws**

The current situation in the ISIA is that 5 Alpine countries can make decisions as long as they agree with each other. The other 35 members therefore have little or no contribution to make.

Is this democracy? As most people have a different understanding of democracy, there have been increasing requests to change this from a number of sources and these are now gaining a foothold.



The executive board has been thinking about this and intends to present its first proposals for discussion at the DM in Ushuaia.

The votes of the individual members should be restricted and no longer only linked to the number of ski instructors they represent. An individual member association should not have more than 6 votes maximum. Accordingly, the membership fees should also be determined by a different formula. Membership fees should only be collected for up to a maximum of 4,000 or 5,000 ski instructors, and on the other hand the minimum fee per country should be raised to about CHF 1,000.00.

### **Resolution 10-2/13**

The steering committee agreed with one vote against (Renouf) to present proposals for a change to the bylaws at the DM in Ushuaia and to discuss them there. An effective proposal to change the bylaws will only be made at the DM 2014 when all the interested members have submitted their proposals.

Dave Renouf: According to Dave Renouf, it would make more sense to draw up a future strategy for the ISIA. Where will the ISIA be in 5-10 years??

The majority of the steering committee is of the opinion that the DM should also vote on this.

According to President Campell, the database should be the current focus of the ISIA's activities. All member nations should be encouraged to attain the card standard and the image of the ski instructor worldwide must be improved at the same time, which in itself can only be achieved through the value of the ISIA stamp and ISIA card as symbols of quality in connection with the database and its visibility.

ISIA should again try to obtain from all member nations a copy of the valid laws, provisions and rules regulating the ski instructor profession.

Direct communication should be established between the ISIA and the ski schools!

ISIA should carry out promotional activities for snow sport together with the ski schools.

A request came in from several member associations including NVVS (NED), IASI (IRE), SSLF (SWE), DNS (NOR) to change the minimum standard by bringing in an age handicap.

The steering committee asked whether it was advisable for the image of a ski instructor performing at a high technical standard to grant an age-related bonus. After a lengthy discussion, the unanimous opinion of the steering committee was that it would be counterproductive for new ski instructors who had just completed their training or were still training but that it may be appropriate for older ski instructors, if necessary. The older ski instructors who completed their training before 2010, do not have to take the ISIA test, after all.

### **Resolution 11-2/13**





The steering committee voted unanimously that an age-related bonus could be granted to those ski instructors who completed the highest training level before 2010 and would like to achieve the ISIA card and would then have to take the ISIA test for this purpose.

However, those now starting their training from scratch or those who completed their training after 2010, will have to meet the minimum standard, regardless of their age.

## **6. ISIA Technical Event**

Various possibilities for a technical event were discussed:

- Freeride
- Ski instruction for the disabled
- Acquiring new skiers

Should the topics be reviewed in the classroom or on the piste?

The aim should be for the countries to put together their own technical event on the development of skiing as a sport and for the steering committee to give its consent to this.

At the end of the discussion, President Campell summarised his proposal for a technical event.

Event presented in the classroom: "Future of snow sport with a retrospective look at its development. Proposals and solutions."

### **Resolution 12-2/13**

The secretary's office will send a circular to all member nations asking for data on the development of snow sport. A template will be created to collect the data. Timetable for the collection and processing of data = winter 2013/14. The meeting is to take place in January 2014.

## **7. Complaints**

The letters from Norman May complaining about the approach adopted by BASI keep coming in as BASI is apparently not reacting to the submissions of the complainant.

The GS had already sent copies of all letters to Dave Renouf on the occasion of the last steering committee meeting, requesting that he settle this matter on behalf of the steering committee.

### **Resolution 13-2/13**

In reply to the complaint of Norman May, the GS should reply to the complainant again that the steering committee has already carried out everything in their power. His complaint was passed on to the advisor Dave Renouf who should try



and settle the matter within the BASI. ISIA has no influence on the internal matters of the BASI as long as the activities he is complaining about do not violate the ISIA bylaws. Even in such a case, specific proof would have to be presented to justify intervention by the ISIA.

## 8. Working programme 2013-2014

President Campell consulted the steering committee members to check the status of the working programme so far:

1	ISIA card – ISIA stamp: minimum standard: inspection programme as above.	OK.
2	Database: expansion, will carry on with Mario Fabretto. Invitation to all member associations.	OK.
3	ISIA World Championships in INTERSKI: request submitted. To be dealt with at Interski GM in Ushuaia.	Request submitted. Start authorisation?
4	ISIA World Championships Bulgaria 2013: preparations concluded with positive outcome; steering committee members helped carry out the event. Debriefing through press releases.	Concluded to everyone's satisfaction. Good!
5	Revision of the bylaws: elections/votes: We will wait and see what happens in Europe in June 2013.	A change to the rules of internal procedure would be sufficient.
6	Cracow programme – Gilles Chabert: in abeyance until Gilles attends a meeting.	Waiting for Gilles Chabert to attend.
7	Project for social media: Facebook page has been online since November, currently 245 people "like" it. A site for anyone interested in the association. We should now establish a group for the individual countries and invite those who are responsible for social media in the associations. Perhaps a closed group for the steering committee.	Valentin Kiedaisch should continue monitoring the project.
8	Website: no proposals have been submitted as yet.	Will be done by the Webmaster of Swiss Snowsports.
9	ISIA domain: new IP address: the domain "isia.ski" has been reserved.	OK. Wait until new domain has been released.
10	C.I. marketing: Dave Renouf will bring proposals to the next meeting.	Business card proposals have already been submitted.
11	Steering committee – uniform: Schöffel has delivered the uniforms! Thanks go to Schöffel.	OK.
12	ÖITAF – FIANET: contact international cableways associations: still to be done	Riet Campell will follow this up.
13	ISIA finances: also still to be done	Propose change to membership fees.



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14	Technical Event: Vittorio and Eiichi will submit proposals for 2014	OK.
15	ISPO – Munich: ISPO has asked how the cooperation should continue, so interest from ISPO is definitely there.	Waiting.

## 9. Dates, meetings

### Resolution 14-2/13:

The next steering committee meeting will be held on 9 September 2013 in Ushuaia, Argentina, on the occasion of the ISIA DM.

## 10. Miscellaneous

As there were no further requests to speak and there was nothing further to discuss, the President closed the meeting at 12:30 pm

**The Minute Taker**  
GS Hugo Reider

**The President**  
Riet R. Campell