



## MINUTES OF THE ISIA DELEGATES' MEETING

**22 May 2008 – 8:30 a.m. – JESOLO – ITALY**  
**Convention Centre "Sala Kursaal"**  
**Piazza Brescia 13**  
**38016 Lido di Jesolo, Italy**

### ITEMS ON THE AGENDA:

#### 1. WELCOME AND DETERMINATION OF THE QUORUM

The president opened the delegates' meeting punctually at 8:30 a.m. and welcomed all those present, in particular INTERSKI president Erich Melmer, AMSI president Dino De Gaudenz, who is hosting the event and welcomed the international attendees on behalf of AMSI, and the representatives of the San Marino Ski Instructors' Association.

By means of a roll call, the general secretary noted that the following member associations were represented by delegates:

#### List of attendees and votes for the ISIA Congress 2008

Country	Stamps	Votes	Paid Y / N	Present	Represented by	Votes
Andorra	500	1	Y	Y	Saludes Hewett Xavier	1
Argentina	600	2	Y	Y	Bacer Martin	2
Australia	500	1	Y	Absent	XXX	X
Belgium	150	1	Y	Y	De Greef Alain	1
Bulgaria	250	1	Y	Y	Grouev Iankov Petar	1
Canada	500	1	Y	Y	Lapierre Norman	1
Chile	90	1	Y	Absent	XXX	X
Croatia	310	1	Y	Y	Sepic Tomislav	1
Denmark	500	1	Y	Y	Lund Frank	1
Germany	3,124	5	Y	Y	Pohl Wolfgang	5
England	1,300	3	Y	Y	Kuwall Peter	3
Finland	200	1	Y	Y	Oikkola Juha-Pekka	1
France	9,353	11	Y	Y	Chabert Gilles	11
Greece	250	1	Y	Absent	XXX	X
Netherlands	512	2	Y	Y	Hochsteger Hans	2
Ireland	50	1	Y	Y	Mason Kathryn	1
Israel	100	1	Y	Y	Ben-Zur Liat	1
Italy	10,400	12	Y	Y	De Gaudenz Dino	12
Japan	650	2	Y	Y	Mabuchi Yuichi	2
Liechtenstein	20	1	Y	Y	Monauni Peter	1
Montenegro	110	1	Y	Y	Lekovic Mileta	1
New Zealand	500	1	Y	Y	Davidson Miles	1
Norway	400	1	Y	Y	Malmsten Johan	1
Austria	5,000	6	Y	Y	Walter Richard	6
Poland	150	1	Y	Y	Zieba Krzysstof	1
Rumania	80	1	Y	Y	Popescu Codru	1
Russia	20	1	Y	Y	Sedelnikova Evgeniya	1
Sweden	100	1	Y	Absent	XXX	X

Switzerland	4,500	6	Y		Y	Eggen Karl	6
Serbia	60	1	Y		Y	Spasojevic Dejan	1
Slovakia	40	1	Y		Y	Pavelka Jaroslav	1
Slovenia	500	1	Y		Y	Murovec Sandi	1
Spain	3,000	4	Y		Y	Breitfuss Hans	4
Czech Republic	500	1	Y		Y	Knot Libor	1
Turkey	177	1	Y		Y	Usta Yahya Kemal	1
Hungary	40	1	Y		Y	Egri Katalin	1
United States	500	1	Y		Y	Armstrong John	1
<b>Total</b>	<b>45,036</b>	<b>80</b>			<b>33</b> <b>associations</b>		<b>76</b>

After establishing the attendance of the member countries and the presence of a quorum, President Campbell noted that before the meeting there had been disagreements regarding the issuance of stamps to Austria. For 2008 Austria had requested, received and paid for an additional 3000 stamps. He stated that the fact that in each of the previous four years Austria had only requested and paid for 2000 stamps should no longer be pursued, as the relevant resolutions of the previous years had legitimately settled this issue. He then stated that in the future the stamp issuance would be much more carefully monitored in any case and that a motion to amend the rules of internal procedure, according to which the number of votes would be calculated based on the number of members in the past four years. He added that the current DM could not yet vote on this, however, as the amendment motion had not been announced in compliance with the relevant period of notice. The objection of Frank Luiten (NL) that this could give the impression that the steering committee and Austria were fiddling this issue was rejected by President Campbell with the reference to the reasons just stated.--

Representatives of thirty-three of the total of 37 member associations were present. The present delegates represented 76 votes of a total of 80. The full steering committee is present. The delegates' meeting was convened in accordance with the by-laws and thus quorate. Furthermore, representatives of several associations that had applied for membership in ISIA were present. San Marino was represented by the president Eraldo Cellarosi, and Latvia by Yuris Zagars.

#### **Resolution 1/DM 2008:**

The delegates' meeting was convened as per the by-laws and consequently has a quorum.

#### **2. APPROVAL OF THE MINUTES OF THE ISIA DELEGATES' MEETING OF 30 JANUARY 2007 IN YONG PYONG, KOREA**

Richard Walter (Austria) objected that the passage under Point 8 of the minutes, which states that the ski instructors who have passed the highest-level exams in the ISIA's top category (black), can also work freely outside of their country of origin and are recognised, is not correct, as such recognition is the prerogative solely of the respective country.

The president then replied that ISIA had always stated that the association itself, as an association, cannot provide such recognition. The recognition in ISIA can be seen only as a reciprocal obligation between the member associations. The actual legally valid recognition of title equivalency can be undertaken only by the government or government authorities. He proposed amending Point 8 of the minutes of the 2007 DV so that the precise declaration that only the respective national government can undertake official recognition of a ski instructor title is explicitly repeated once more.

#### **Resolution 2/DM 2008:**

The minutes of the 2007 delegates' meeting in Yong Pyong, Korea with the above specification are unanimously approved.

### 3. REPORT OF THE ISIA PRESIDENT AND LEGAL COMMISSION

#### President's report:

In the past year, various meetings of the steering committee and the board as well as informational meetings with the member associations in northern and eastern Europe have been held. The problems with which we are confronted as ski instructors were addressed in a brief review.

ISIA is a discussion forum and a platform for continuous development of technique. On the one hand we are friends and colleagues, but there are plenty of differences of opinion, and the differing opinions must be respected.

In 2000 in Sierra Nevada, we were able to establish a minimum standard for professional ski instructors. Difficulties arose only in the implementation.

There was a lack of open and honest collaboration and monitoring. We are dealing with many different cultures and different skiing traditions. When attempts are made to do something together, which naturally necessitates internal changes, there are problems. We have already seen this in small ways in the ski schools. This continues when there are multiple ski schools, affects state or regional associations and finally the national associations at the highest level in ISIA.

However, the proper mental attitude enables us to find a common path.

We are very aware of the conflicts of interest. One area has snow, and the other has the guests. The task of our organisation must be to provide assistance with such issues. We need to create rules that are acceptable to everyone. Often we had made good progress, which was then interrupted by attacks from various sides. In the president's view as well, it is difficult when we keep having to start over again, when long-settled points repeatedly have to be sacrificed in the pursuit of someone's special interests.

But let's look forward now and work together to develop further the pyramid approved in Yong Pyong.

The president warmly thanked the general secretary Hugo Reider and his assistant Helga Oles for their hard work.

#### Report of the chairman of the legal commission

Björn Zeitz, the chairman of the legal commission, introduced his report and explained that after the DM in Yong Pyong, there had been discussions with the FIÖ, and that after these he himself and the GS Hugo Reider of the ISIA board had been assigned to attend various Eurotests. After attendance at the calibration runs in Plose (Brixen, South Tirol) and 3 Eurotests in Garmisch (Germany), the following report was written, which was presented to the DM:

**COMMENTARY** of the legal commission on the issue of the adoption of the EUROTEST as the ISIA TEST (DM Korea) on the occasion of the delegates' meeting in Jesolo on 22 May 2008.

Mr. President,  
ladies and gentlemen,

The following comments are based on Resolution No. 6 of the delegates' meeting in Korea, which was passed with 63 votes for it, 2 votes against it and 1 abstention.

Fundamentally, this resolution contains the following provisions:

For the purpose of reciprocal recognition of the highest qualification levels, a timed race test (giant slalom) should be introduced that is similar to the EUROTEST, or the EUROTEST itself should be adopted.

1. Discussions on this topic have been held with FIÖ; as a result, the BOARD commissioned GS Dr. Reider and me (both on the legal commission), to review the EUROTEST procedure.
2. For this purpose we attended the following appointments:

- a. the CALIBRATION PROCEDURE of FIÖ in December 2007 in Brixen/Plose
- b. 3 EUROTTESTS, carried out in Germany

I would like to explain the following points of the CALIBRATION PROCEDURE carried out in December 2007 so that everyone understands what we are talking about:

The CALIBRATION PROCEDURE is intended to calibrate the reference skiers who will be deployed later in the EUROTTESTS. There were 2 calibrated skiers, one of whom was Patrik STAUDACHER, the reigning world champion in Super-G. Now let me make a few comments and give you a few examples:

The calibrated skier Staudacher, who took 6th place in the Super-G World Cup in Gröden 2 weeks later, achieved a time of 43.38 seconds in the first run.

Ten reference skiers with times around 44 seconds were just under 1 second behind the world champion; 21 reference skiers were only 2 seconds behind him. The best Austrian reference skier, Hannes Geisler, was 0.66 seconds behind Staudacher in the first run, and only 0.37 seconds behind Staudacher in the second run.

This is just an example of the extremely high level of ability of the reference skiers (for the steering committee: see Appendix 1).

However, as you'll see, the special difficulty with the Eurotests arises from

- the COEFFICIENT ASSIGNMENT PROCEDURE
- and from the policy of ranking only the fastest reference skier, even if 3, 4 or 5 reference skiers raced.

What is the coefficient assignment procedure?

- The effective times achieved by the respective reference skiers are placed in a ratio with the time of the calibration skier. Based on this, each reference skier is then assigned a so-called coefficient (COE).
- At the Eurotest later, the achieved effective time (an average time derived from the pre- and post-runs in each heat) of the fastest reference skier is multiplied by his COE, resulting in the so-called BASE TIME (a virtual time), to which 18% is added for the men and 24% for the women to pass the Eurotest.
- This COE procedure is intended to produce an equivalency among the reference skiers. As you'll see, this doesn't work at all; it produces completely coincidental and thus unacceptable results, as can be seen in the example of the EUROTTEST in Garmisch on 21 December 2007.
  - o Sixty-nine candidates raced, of whom 11 (men: 8 of 55, women: 4 of 14) passed the test.
  - o Issues with COE: The fact that 2 French reference skiers were present and each achieved the best times was very advantageous for the candidates, because the personal COEs of the French skiers resulted in better base and end times for the candidates. If the French reference skiers had not been present and if the German reference skier Brandhuber had been deployed with his personal COE accordingly, the participants would have had far worse results (then only 4 of 69 candidates would have passed! See Appendix 2).
  - o GUIGNIER, the fastest reference skier in the first run, had an effective time of 45.26; using his COE of 0.9467, the base time would be calculated at 42.84, with the following results:
 

men's failure time:	$42.84 + 18\% = 50.56$
women's failure time:	$42.84 + 24\% = 53.13$

 For the men, for example, this means that the candidate must reach the finish only 5.3 seconds behind the reference skier Guignier; in Brixen, the latter was only 1.2 seconds slower than world champion Staudacher!  
 If the German reference skier Brandhuber was used in fictitious calculations, the result would look like this:  
 Effective time: 45.87

COE: 0.9129  
Base time: 41.87  
Men's failure time: 49.41  
Women's failure time: 51.92

- o In the second run (of the same race), reference skier TISSOT achieved an effective time of 45.11, which with his COE of 0.9305 resulted in a base time of 41.97:

Men's failure time:  $41.97 + 18\% = 49.53$

Women's failure time:  $41.97 + 24\% = 52.05$

This means that the candidate may be only 4.5 seconds (45.11 ./ 49.53) slower than the best reference skier of this run.

- On top of all this, there is also the possibility of MANIPULATION in the calibration and coefficient assignment procedures.
  - o If the reference skier does not perform optimally in the calibration test, no matter what the reason, he will be assigned a worse COE accordingly.
  - o If he then performs optimally in the Eurotest (and is ranked as the fastest reference skier), the base time will be a "fabled time", which will lead to completely unacceptable results for the candidates.

Result:

1. The interval times required by the Eurotest regulations between the effective time of the reference skier and the race time of the candidates are generally unreasonably short, and the demands made of the candidates are excessive, to say the least; the Eurotest is intended to be a "compensatory measure for ski instructors", not a selection process for racing athletes.
2. Even worse, however, is the fact that the race result are left to chance:  
Depending on which reference skier races in a Eurotest and which reference skier is then ranked as the fastest, the results for the candidates will be stringent or moderate. This circumstance alone is absolutely unacceptable, as the candidates have an inalienable right to be tested according to consistent criteria.
3. Due to its effects in practice, this system is not acceptable to ISIA. The recommendation of the majority of the steering committee is as follows:  
We urgently recommend that the adoption of the EUROTEST be rejected by ISIA, and will introduce to you under Item 4.2 an ISIA race test that we judge to be acceptable for everyone in the ISIA.

The results lists of the Eurotests from Plose and from Garmisch will be attached to these minutes as Appendix No. 1.

Speaking on behalf of the Dutch Snow Sports Instructors' Association (NSSV), Frank Luiten took the floor and used a PowerPoint presentation with a few technical difficulties to give the following commentary:

### **PRESENTATION to ISIA General Assembly, JESOLO, MAY 2008**

Practically all of you know me, for those who don't: apart from 10 years as secr.gen. of Interski (1995-2005), I attended ISIA congresses since 1976 in Banff, so by now I consider myself a senior attendant, even a senior member.

Representing the Netherlands, I have been involved in all EU negotiations Lyon Brussels leading up to the Brussels Agreement of March 2000, of which I was one of the signatories, which – in hindsight – I regret today.

Please note that what I am going to tell you is absolutely nothing personal.

I am glad to be able to talk to you now, because it will give you some time to think things over before you make up your mind and cast your votes.

### **Basics of the Euro Test Agreement**

See the papers we presented for the regional ISIA meetings in Amsterdam and Prague.

Short history of the compelling grounds of public safety / security.

Euro Test: tests speed. It has nothing to do with safety.

As any safety expert will tell you: safety of customers is dealt with between the ears.

Statistics presented by France to Brussels to argue in favour of the Euro Test were never properly analyzed, and therefore meaningless.

The skiing accident statistics as presented to Brussels before 2000 are not relevant, because the figures are NOT analysed, and without proper analysis they are virtually worthless. We have read all the papers and studied the argumentation. They don't specify whether the victims are individuals or in groups; if in groups it is not specified if they were accompanied by qualified or unqualified, experienced or inexperienced guides or instructors.

In Dutch instructor training we do not have the same racing culture in skiing as has e.g. France. The same goes for other sports like skating. Yet we have the best skating coaches of the world.

I challenge anybody to prove that our ski instructors are less safe or cause more injuries than instructors of other nations.

### **Flaws in the Euro Test system**

As Björn Zeitz has explained, the system produces **erratic results**, and allows for **manipulation**. (The co-efficient gives erratic, coincidental results. By standing up the last 100 meters the results can and have been influenced = possibility of manipulation.)

It seems that during several or most Euro Tests the different time limits for establishment and for provision of services have not been taken into account.

**Percentages** of candidates passing the Euro Test are dismal, and confirm the protectionist character of the measure.

E.g. EURO-Test/Garmisch 21.12.2007

Ergebnis: Gestartet **69** Kandidaten, davon bestanden **11**,

(Herren: gestartet 55, bestanden **8**; Damen: gestartet 14, bestanden 4)

Euro Test figures: only German figures could be obtained, but it seems that the overall passing rate is around 9 out of 90.

### **Protectionism**

Such percentages, this system not only keeps foreigners out, but it also turns the vast majority of the younger generation away, thereby keeping the old establishment guard cushioned and comfortable. Thus the Euro Test not only obstructs the market at the international level, but also at the national level.

A test system which allows only 10 % to pass lacks credibility. There is no system of training or education where such figures would be allowed to exist. (In such a case either the training system is failing, or the limits are unrealistically severe.)

***We need good driving instructors, not Formula 1 drivers.***

The system appears to bite Germany in the tail. (Germany applied for the same derogation as FIÖ, but only 1 year later.) Now it faces the situation where they don't have enough young people. They used to have around 80 people per year for the highest level tests; now, thanks to the Euro Test they only have 10 to 15.

Furthermore: it allows for the exploitation of lower qualified foreign instructors. Working as trainees they are underpaid. In France they can work up to a maximum of 4 years only, then they are kicked out. (This unfair commercial advantage is restricted to a limited number of well established ESF ski schools only.)

As demonstrated before, the Euro Test comes down to obstruction of the market both at the international and national level !!!

France is no doubt 'une grande nation', also in skiing. And I am a Francophile myself.

But even great nations sometimes make great mistakes.

Yet the Euro Test system is under fire. Several court cases against the Euro Test system have been started and won, notably the case of Mattias Prinz dealing with snowboard, and the Kiedaisch case, dealing with the admission of lower qualified instructors.

### **Against the Euro Test**

I have here support in writing - black on white - against the Euro Test from Finland, Netherlands, Norway, Rumania, Russia, Slovenia, Spain and Sweden.

Verbal support promised to me by the Czech Republic and Poland.

Denmark agrees that changes are necessary but aims for compromise. So I think do many other countries.

Let me also draw your attention to the fact that FIÖ is fighting a rearguard battle: they are losing legal battles like Mattias Prinz, the Kiedaisch case,

If FIÖ were not afraid of ISIA creating a European platform (by the way, rules for creating such platforms have been eased on 07.09.2005 (Article 15) with the aim of facilitating mutual recognition on the basis of such professional platforms), Austria would not have had to formulate a motion to keep ISIA from doing just that.

### **ISIA Minimum Standards**

We are long time supporters of ISIA. We are also democrats. We are in favour of an ISIA System of Minimum Standards as a basis for mutual recognition.

We are willing to support the ISIA system of Minimum Standards in principle, provided we find that our comments, which we sent to ISIA earlier this year, are listened to and taken into consideration.

If the majority finds there must be a timed test, then so be it. But at least there must be reasonable limits, and no manipulation.

For a timed test to have the necessary credibility the limits should be set in such a way, that about two thirds of the candidates are able to pass the test, and do so indeed.

**Warning against inflation** of hours per course

We should not forget that we are talking about MINIMUM Standards. Specifying hours ignores essential intake levels like experience and talent. It also falsely assumes that all training courses are equally efficient. Which hours are counted? Only contact hours? Practice hours? Home work or self improvement hours?

We strongly advocate to use capacities an competencies as a basis for qualification, in stead of a number of hours. Look at the European Qualification Framework (**EQF**) for guidance.

And IF we have to establish hour specifications, then let them be reasonable. After all, we are talking **minimum** standards. If there are countries that want to go higher, they are free to do so.

### **Shortage of instructors**

In Amsterdam and Prague Riet Campell asked if countries had enough ski instructors. It turned out that in most countries there are shortages of instructors.

*We need a system of mutual recognition of different levels.*

*We need good driving instructors, not Formula 1drivers.*

### **What do we need ?**

What we need is mobility in the market.

What we need is less barriers, (and barriers that are less high) so that young people are able to enter the profession.

What we need is a system of mutual recognition of different levels of ski instructor diplomas.

What we need is a European platform run on a democratic basis.

**And then there is the FEMPS** a desperate and anti-democratic power grab.

The FEMPS statutes read like a desperate effort to hold on to a protectionist system which has been wrestled from the European committee, using customer safety as a hostage and unanalyzed statistics as a trick.

If you look a the statutes all the power is with the FIÖ countries (presidency, board, etc.) the Euro Test is declared its holy grail, and at the same time – under the banner of polyvalence - they claim all other disciplines as well.

We did not start this controversy. FIÖ did. The result: colleagues have become enemies  
The comradely spirit between professional colleagues from the past has become xenophobia for economic reasons.

Point 1 and 2 of the Austrian motion are no better: the Austrian proposal is at best an effort to sideline or paralyse ISIA.

We are against the FEMPS dictatorship and the Euro Test monopoly.

We refuse to dance any longer to the tune of FIÖ.

### **The role of ISIA**

We are long time supporters of ISIA. We are democrats, we expect openness and transparency. We don't like blackmail, playing games or fiddling with the rules

Examples:

- 2 times blackmail

- 1989 France refused to pay contributions fees for 2 years to force an adaptation of the By Laws.

- 2006 France and Austria forcing the board to drop its initiative to create a European platform

- FEMPS and the motion formulated by Austria is another attempt to sideline ISIA.

This is not democratic dialogue on the basis of arguments, this a brutal power play.

- Now in 2008 I hope the board and the GA will not let this happen a third time and give in to the strong arm tactics from FIÖ / FEMPS and the motion by Austria.

- Fiddling with the rules laid down in the By Laws.

Shortly before this meeting Austria suddenly ordered 3000 extra ISIA stamps; suddenly buying extra votes?

### **What should ISIA do ?**

ISIA should finally take the necessary steps to create such a platform, in which all the ISIA member organizations from nations that are in the EU, should partake.

The task of this platform should be

1. to get the ISIA system of Minimum Standards accepted as a basis for mutual recognition of snow sport instructors' diplomas, and

2. to get the derogations mentioned earlier abolished.

### **If necessary**

If ISIA this time does not form a European platform and presents it to Brussels, we will try to get the derogations granted to AUT, FRA, GER and ITA, revoked ourselves.

We intend to take our case not only to Mc Greevy (internal market, professional qualifications) but also to Nelie Smit Kroes (competition; there we will indict FIÖ for obstruction of the market, internationally as well as nationally.)

We also will address the national and European **solvit** bureaus, and if necessary we will take the case to the European court.

We already know good lawyers they would be happy to plead our case in court.

To prove to you that we are serious I hereby announce that Netherlands, Spain, Sweden herewith officially withdraw from the Brussels agreement of March 2000.

### **Last but not least**

There is something rotten in the state of Denmark.

- Conflict of interest: by founding FEMP and accepting its presidency mr. Richard Walter has become unfit to serve on the board of ISIA. (You only have to look at the blackmail letter of 2 years ago (one only threatens to walk away when one lacks good arguments), as well as at the motion Austria has formulated before this meeting.

- Manipulation of the Euro Test is not only possible, but has in fact occurred. Later during this meeting we will demand full disclosure of these issues.

In order to regain the trust of its members, I suggest that from now on, the board sends the complete minutes of its meetings to all ISIA members.



I repeat: we are long time supporters of ISIA. We are democrats, we expect openness and transparency. We don't like blackmail, playing games or fiddling with the rules  
feel obliged to let you hear these critical notes as much out of concern with ISIA as out of loyalty towards our most important umbrella organization.

(The complete NSSV position paper distributed to the members by Mr. Luiten is in Appendix 2 of these minutes.)

Representing the French Ski Instructors Association (SNMSF), its president Gilles Chabert took the floor and said:

"I am compelled to reply to the comments of the previous speaker. Safety is the central point of the entire issue of the recognition of qualifications. How can you ask whether it is necessary to be able to ski in order to guarantee safety?

It is not the Eurotest that forms the basis of the review process, but the 100 FIS points! The test is the basis for determining this required technical expertise. This is also how it is filed in Brussels. The starting point is the 100 FIS points! We added the Eurotest on top of this, jointly with Germany, Spain, Sweden and many others. If they are all against it now, we will have to do something.

We have a variation permit from Brussels which is still valid. It's a shame that such attacks are being perpetrated.

Peter Kuwall, representing the British Association of Ski Instructors (BASI), took the floor:

"The discussion is very interesting, although the comments of Björn Zeitz and Frank Luiten are perhaps too one-sided. At BASI we've been working with France and Austria for years and the experience has been very positive, with much success. The professional ski instructors who work internationally need to be able to encounter each other with trust and respect. The Eurotest is a relatively coherent test for us. There are no perfect tests! The Eurotest can certainly be further optimised, but we shouldn't try to reinvent the wheel. The Eurotest exists and we can use it.

ISIA cannot force the governments of the EU countries to adopt and recognise its system. However, ISIA can set standards and present proposals.

What I've heard so far sounds like we are returning to the past, but we need to look to the future! We should focus on the "training pyramid" developed in Yong Pyong."

Mario Fabretto, vice president of the Italian Association of Ski Instructors (AMSI), took the floor:

"I and many of my colleagues with their ski schools work in the mountains back there that we can see from this part of the Adriatic coast. There you'll find all these problems that we've been talking about today in concentrated form.

Every week hundreds of people show up on our ski runs, call themselves ski instructors and give lessons there.

We need an internationally recognised system that specifies who may work as a ski instructor and who cannot, and who can teach outside of his country of origin and who is not authorised to do so. Then the tour operators and travel agencies could use these "authorised" ski instructors and promote international tourism without having to fear doing something illegal.

Forget the Eurotest! In Friuli (*Friuli Venezia Giulia – the northeastern region of Italy bordering Austria and Slovenia*) we were among the first to implement it. It didn't solve anything at all! We should work on solving the practical problems instead.

After these contributions, the meeting continued with Item 4 of the agenda. MOTIONS

#### 4.1. MOTION BY AUSTRIA

The written motion submitted in a timely manner by Austria is reproduced below and is attached as Appendix No. 3 to these minutes, together with the statement of reasons submitted with the motion.

"The Austrian Ski Instructors' Association (ÖSSV) submits the following motions to the delegates' meeting on 22 and 23 May:

- 1. The ISIA will cease, with immediate effect, its efforts towards the formation of a "joint platform" in accordance with Article 15 of directive 2005/36/EC of the European Parliament and the Council regarding the recognition of professional qualifications.**
- 2. The ISIA will not introduce any rules for the mutual recognition of professional qualifications.**
- 3. The current minimum standards will continue to apply unchanged as the prerequisite for membership of the ISIA. The ISIA will carry out constant checks to ensure that these standards are observed by the member associations.**

Richard Walter, president of the Austrian Ski School Association (ÖSSV) commented on the motion he submitted as follows:

"Our objective is certainly to pursue a common path and not war. We are surprised by the contribution from the Netherlands.

By its own admission, the Netherlands purchases 512 ISIA stamps, but has only 200 ski instructors who are qualified at the highest level and they only do 14 days' training. That's an enormous difference from the way we do things in Austria. The issue here is the safety of our guests and our ski instructors.

With regard to the Eurotest itself, I wish only to refer to the 2007/2008 tests in Austria: only one female and six male candidates did not pass. More than 90% of the participants achieved positive results, i.e., they were within the prescribed time limit. You can't just go and say everything is bad. You have to look at everything very carefully.

With regard to Austria's motion,

specifically to Point 1 of the motion, it cannot be ISIA's duty to create a common platform at the European level. That's not legally possible. Thus Point 1 of the motion is invalid.

With regard to Point 2 of the motion, this has already been dealt with as well. The planned changes in the by-laws already make clear that ISIA cannot facilitate any sort of official recognition. It is always the state that confers such recognition. Thus this point is also invalid.

Therefore a vote is required only for Point 3 of the motion.

From the Austrian point of view it makes no sense to replace the Eurotest with a different test!

The motion submitted to the DM is therefore as follows: The DM is requested to vote on the following question: "Should the current minimum standard in the ISIA remain unchanged from its previous form? Yes or No."

Bjorn Zeitz took the floor once again: We on the legal commission have no problems with Points 1 and 2 of the motion, which do not require a vote. With regard to Point 3, I request that the DM reject the motion. This point of the motion comes from the president of FEMPS, the competitor of ISIA; its founding alone was a slap in ISIA's face and is aimed at the fundamental interests of ISIA as specified in Section 3 of the by-laws for decades."

Justo Olivieri of the Argentinian Ski Instructors' Association (ADIDE) likewise had something to say about this item on the agenda: "We had a very long flight halfway around the world to get here so that we could participate in this DM. But what are we doing here at all? We're talking about a purely European problem. As ISIA we have to establish our standards. We have to have an internationally accepted and recognised reference that defines what a ski instructor is. We want to

have the standards established! And they should be established on an international basis for ski instructors and countries outside of Europe as well.

Andrew Lockerbie, president of the British Association of Ski Instructors (BASI): "The way that's formulated and the way it stands now are two different things. The way the motion is formulated, it also means we could no longer continue with our pyramid."

Gilles Chabert, president of the French Ski Instructors' Association (SNMFS): "Argentina is right. This is a purely European issue."

The president closed the discussion and called for a vote. The following persons were unanimously chosen as vote counters, for all further votes and the subsequent elections as well:

Normand Lapierre (Canada)

Katalin Egri (Hungary)

Alain de Greef (Belgium).

The vote was secret and carried out in written form. The ballots were distributed by the vote counters according to the roll call by name of the member associations.

#### RESULT OF THE VOTE ON THE AUSTRIAN MOTION:

56 NO votes                      20 YES votes

#### **Resolution 3/DM 2008:**

The motion by Austria was rejected by a majority of the delegates.

#### **4.3. MODIFICATION: MINIMUM STANDARD – ISIA TRAINING PYRAMID – ISIA STAMP / ISIA CARD**

The proposals regarding modification as developed jointly by the board, the TC and LC were distributed to the members.

The president explained the individual modifications and proposed that a vote be held on the package as a whole rather than on each individual item. The final modalities of the competition rules will still have to be discussed after the first practical test; any modifications will be undertaken after the first practical application.

After several members complained that these modification proposals were delivered to them too late and that they had not had enough time to discuss the proposals in their respective organisations, there was a brief discussion on several issues involving the minimum standard, including safety test for skiing off-piste and possible difficulties with legal requirements in the various countries, the number of reference skiers, integration of practical professional experience in the required training time, increased attention to training content apart from the tests, etc.

After the discussion ended, the president presented the entire package "ISIA MINIMUM STANDARDS - including Appendix 1: Requirement levels for the ISIA stamp and ISIA card as well as the ISIA test technique with the relevant competition rules for ski alpin, snowboarding and Nordic for the vote, with a further explicit comment that the competition rules could require further voting after the first practical applications.

Motion: This motion by the president was passed without further contributions and without any opposing votes, and without any members requesting a written vote.

#### **Resolution 4/DM 2008:**

The modifications of the minimum standard including the appendices were approved by the DM.

The president asked whether there were any opposing votes.. No one voted against the motion.

At 12:30 p.m. the president interrupted the meeting for a lunch break. The delegates' meeting continued at 3:00 p.m. with Item 4.4 of the agenda.

#### **4.4. MODIFICATION OF ISIA BY-LAWS, SUBSCRIPTION RULES, RULES FOR ISSUING STAMPS**

The proposals for amending the by-laws and the various sets of rules were presented by the president in detail, article by article. The proposals were delivered early to the members.

Frank Lund of Denmark spoke about the amendments to the by-laws and noted that the amendment and/or supplement planned under Section 3, Letter e), "the international harmonisation of the professional ski instructor organisations" as a purpose of the ISIA could possibly lead to incorrect interpretations.

A lively discussion ensued, and as no uniform opinion could be reached, the president proposed deleting this point without any replacement.

##### **Resolution 5/DM 2008:**

The DM unanimously passed the deletion of the amendment proposal under Section 3, Letter e) of the by-laws.

Then the president presented all other proposed amendments to the by-laws, the subscription rules and the rules for issuing stamps for the vote.

##### **Resolution 6/DM 2008:**

With France abstaining, the DM approved the proposed and presented amendments to the by-laws, the subscription rules and the rules for issuing stamps.

#### **5. AUDITORS' REPORT**

The auditor Martin Bacer (Argentina) read the report of the auditors and confirmed that the bookkeeping and accounting was found to be in order.

#### **6. APPROVAL OF THE 2007 ANNUAL ACCOUNTS AND DISCHARGE OF THE STEERING COMMITTEE**

The treasurer Jiri Kotaska presented the 2007 annual accounts in detail and explained the individual income and expenditure items (see appendix).

The president then requested the delegates' meeting to approve the 2007 annual accounts.

##### **Resolution 7/DM 2008:**

The DM unanimously approved the 2007 annual accounts and discharged the steering committee and the president.

#### **7. 2009 BUDGET/APPROVAL**

The 2009 budget was presented by the treasurer Jiri Kotaska (see appendix).

##### **Resolution 8/DM 2008:**

The DM unanimously approved the 2009 budget.

## **8. MEMBERSHIP FEES**

The president proposed that membership fees be left at the same level for 2009. The DM agreed.

### **Resolution 9/DM 2008:**

The DM voted unanimously to leave the membership fees for 2009 at the level of the previous year. The basic contribution per member association with up to 500 ski instructors is CHF 750.00; each additional ski instructor costs CHF 1.50.

## **9. NEW MEMBER APPLICATIONS**

The GS reported on behalf of the legal commission that the admissions process for the San Marino ski instructors' association can be considered completed. The reviews were performed in accordance with Sections 5 and 6 of the ISIA by-laws, and it was determined that all the provisions were complied with in a fully satisfactory manner. The chairman of the technical commission, Vittorio Caffi, performed several checks of the training courses and on the occasion of the final exams and can likewise confirm that the San Marino ski instructors' association complies with the ISIA guidelines in every respect.

Both the legal and technical commissions can only give a positive assessment for acceptance as a full member.

### **Resolution 10/DM 2008:**

The DM voted unanimously to accept the San Marino ski instructors' association as a member of the ISIA.

Eraldo Cellarosi, president of the San Marino ski instructors' association, thanked the assembled delegates profusely, shared the history of his association and manifested his pride in the fact that little San Marino with its 30,000 residents is also now part of the professional ski instructors' elite as he made clear the desire to contribute to the continued development of the snow sport.

A new request for admission was received from the LATVIAN SKI AND SNOWBOARD INSTRUCTORS ASSOCIATION (LSSIA); the president of the organisation, Yuris Zagars, was also present.

All the documentation has not yet been received, and a review of training on location has not yet taken place.

The steering committee proposed to grant the Latvian association the status of a candidate country until the status reviews are completed.

Candidate countries do not have the rights of members, but receive all ISIA notices and are invited to the events.

**Resolution 11/DM 2008:** The delegates' meeting recognised the application of the Latvian Ski and Snowboard Instructors Association (LSSIA) and granted candidate country status.

## **10. ISIA CONGRESS 2009**

Since the World Championship takes place in Maribor in 2009, the president proposed to hold the DM on that occasion and reduce expenses for travel, lodging, etc.

## **11. SELECTION OF THE ELECTION COMMITTEE**

**Resolution 12/DM 2008:** The delegates' meeting unanimously appointed the following persons as the election committee: Normand Lapierre (Canada), Katalin Egri (Hungary), Alain de Greef (Belgium).

Mr. Lapierre was selected as the chairman by the committee itself. The president passed the chairmanship of the meeting to Mr. Lapierre who explained the election rules once again in detail and requested the delegates' meeting to vote once again on the matter.

**Resolution 13/DM 2008:** The delegates' meeting unanimously approved the election rules as presented by the election committee chairman.

## 9. ELECTIONS

Before the elections began, Richard Walter (ÖSSV) and Fernand Masino (SNMFS) declared the withdrawal of their candidacies, which were already submitted as advisors in the steering committee.

After that the proceedings continued for the elections for the 2008-2012 term of office:

### First vote: election of the president

There was only one candidate, the outgoing president Riet Campell (CH)

The vote ensued by a show of hands.

Election result: Riet Campell was unanimously re-elected as president.

### Second vote: election of the vice president for Europe

There was also only one candidate, Dino Degaudenz (I)

The vote ensued by a show of hands.

Election result: Dino Degaudenz was unanimously elected as the vice president for Europe.

### Third vote: election of the vice president for America

There was only one candidate, Martin Bacer (Argentina).

The vote ensued by a show of hands.

Election result: Martin Bacer was unanimously elected as the vice president for America.

### Fourth vote: election of the vice president for the Pacific region

There was only one candidate, Yuichi Mabuchi (Japan).

The vote ensued by a show of hands.

Election result: Yuichi Mabuchi was unanimously elected as the vice president for the Pacific region.

### Fifth vote: election of the treasurer

There was only one candidate, the current treasurer, Jiri Kotaska (CZ).

The vote ensued by a show of hands.

Election result: Jiri Kotaska was re-elected unanimously as treasurer.

### Sixth vote: election of the four advisors

There are altogether five candidates for the four positions:

Vittorio Caffi (UK)

Frank Luiten (NL)

Peter Monauni (FL)

Eduardo Roldan (ES)

Björn Zeitz (DE)

A secret vote ensued by ballot.

The votes were counted to obtain the following election result:

Vittorio Caffi	52 votes
Björn Zeitz	51 votes
Peter Monauni	46 votes
Eduardo Roldan	45 votes
Frank Luiten	35 votes

The first 4 candidates were elected as advisors.

Election result: For the 2008-2012 term of office the advisors elected are: Vittorio Caffi (UK), Björn Zeitz (DE), Peter Monauni (FL) und Eduardo Roldan (ES)

#### Seventh vote: Election of the two auditors

There were only two candidates for the two positions:

Tomislav Sjepic (HR).

Frank Lund (DK)

The vote ensued by a show of hands.

The two candidates were elected unanimously as auditors.

Election result: Tomislav Sjepic (HR) and Frank Lund (DK) were elected unanimously as auditors.

The chairman of the election committee found that the election was performed correctly and properly and passed the chairmanship of the meeting back to the re-elected ISIA president, Riet Campell.

Riet Campell thanked all the delegates for the trust shown in him and the newly elected steering committee and promised to get to work with new energy.

## **10. MISCELLANEOUS**

Frank Lund expressed thanks for his election and said that he looks forward to good collaboration. He considers it a shame that Austria and France have withdrawn from the steering committee.

John Armstrong commented that today's atmosphere in the meeting made him very sad. He noted that the ISIA has helped all ski instructors and their associations around the world to grow. The organisation could do much better than what it showed today.

After words of thanks from Dino De Gaudenz and Martin Bacer, President Campell expressed his confidence in a better future and thanked the interpreters for their outstanding and sometimes very difficult work. Since there were no further requests for leave to speak, he declared the meeting closed at 5:30 p.m.

**The President**

Riet R. Campbell

**The General Secretary**

Hugo Reider

*Appendices zu these minutes:*

- 1) *List of results from the FIO calibration procedure in Brixen/Plose in December 2007 and the German Eurotest in Garmisch on 21 December 2007*
- 2) *Commentary of the Dutch Snow Sports Instructors' Association (NVSS) at the DM in Jesolo on 22 May 2008, presented by Frank Luiten*
- 3) *Motion of the ÖSSV at the DM, submitted on 17 March 2008, presented by Richard Walter*