



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

Minutes

Meeting of the Steering Committee 01/2016

January 18th, 2016

Tokyo, Japan

Hotel Courtyard by Marriott Tokyo Station



Present

President:	Riet Campell
Vice President Europe:	Vittorio Caffi
Vice President Pacific Area:	Yuichi Mabuchi
Interpreter:	Kiminobu Sugiyama
Advisor:	Valentin Kiedaisch
Advisor:	Dave Renouf
General Secretary:	Hugo Reider

Absent excused:

Vice President America:	Martin Bacer
Treasurer:	Jiri Kotaska

The Meeting commenced on January 18th, 2016, 9 am, at the Seminar Room of the Courtyard by Marriott, Tokyo Station Hotel in Tokyo, Ginza.

Regarding the AGENDA of the Meeting:

The Agenda has been sent to all the members of the Steering Committee. As there are no requests for addenda or changes, the Agenda is considered adopted.

The Vice President for America, Martin Bacer, has excused himself as he is currently teaching in the USA and the trip to Japan is simply too far a journey for him to undertake. Jiri Kotaska, the Treasurer, has also excused himself, as he is presently facing major problems in his ski area due to the lack of snow and therefore cannot attend.

Both have given written instructions regarding the meeting and are available for a possible Skype call.

The president opens the Meeting and gives the floor to its host, Yuichi Mabuchi, Vice President Pacific Area and President of the Japanese Ski Instructor Association SIA.

Yuichi Mabuchi greets all the members of the Steering Committee.

He reports that this year again, Japan has had very little snow. He himself was unable to open his ski school at the beginning of the season.

Up to now, most skiers in Japan have been guests from within the region.

However, for a few years now, there has been an increasing number of guests from abroad, who also come with their own Ski Instructors. There are also numerous foreigners who are not even considered proper Ski Instructors, but come to Japan to work as such.

There are also ISIA members teaching, but the situation is difficult to control. We do not know who is present as a Ski Instructor and where they are operating, as there is no legal requirement to register with us. We would be grateful for the ISIA's help in this matter.



Valentin Kiedaisch asks to speak on the Agenda: he reveals that part of the DSLV's request (German Association of Ski Instructors), as expressed under item n° 3 on the agenda, was not to admit regional associations, but to allow a path for re-entry to the national associations which have left.

President Campell explains that the request of the DSLV has been understood as giving to the ISIA the possibility of re-admission to the countries which have left. This constitutes precisely the opportunity to have these federal states within the association.

Valentin Kiedaisch replies that there is, indeed, a misunderstanding.

1. Welcome

President Campell greets the members of the Steering Committee that are present and thanks them for their attendance. He indeed looks forward to holding a meeting in a future Olympic City, especially in view of the fact that the population of European cities are generally not willing to host the Winter Olympics any longer. Winter sports appear to have lost their appeal amongst the countries where they first originated.

2. Reports of the President, the Vice Presidents and the Members of the Presidency

2.1 Report of the President

In Europe as well, many ski regions have experienced a Christmas without snow. This again reveals the extent to which we are dependent on the vagaries of climate and snowfall. In the absence of meaningful snowfall, it might be feasible to carry on operations for a year or two, but probably no longer than that.

In Europe, the path of regulating the profession of Ski Instructor, after two decades of development, is slowly reaching a state of completion.

On one hand, we seek to open the market; on the other hand we are limiting this access to certain countries. The idea of the ISIA to set up a Minimum Standard applying to all the associations was good and today remains the best solution.

Switzerland may in fact be considered the country that was the most liberal in its approach to the opening of new ski schools. However in Switzerland as well, competition has grown and there are increasing requests for regulation. On the other hand, that aforementioned competition might well have improved the overall quality of the ski schools.

Long-established ski schools are starting to rebel and are asking for protectionist measures. Their prices are under pressure and illegal work is rising.

The consequences of such developments will be that the local inhabitants will begin to cease working in their local ski schools. There will be regulation, but it is likely to come too late.

2.1 Report of the Vice President Pacific Area



Has been included in his welcome speech.

2.2 Report of the Vice President America

Martin Bacer informs us that, with the conclusion of the winter season in South America, he now finds himself in North America, ready to continue his duties. The Interski could be ended in a satisfactory manner, although one could have expected more support from Interski International.

2.3 Report of the Vice President Europe

Vittorio Caffi: many discussions have already taken place. The market is changing everywhere in the world. In Europe, a Delegated Act will regulate the aspects relating to the practice of the Ski Instructor profession and the migration of Ski Instructors within the EU. However, this will achieve the contrary of its intention as it will be possible for the Alpine countries, with the help of the EU entities, to erect a protectionist fence and cut off the access to the market to foreign Ski Instructors.

The ISIA is assuming a significant amount of work so that it may become involved in these developments.

The ISIA must promote and protect the qualified, professional Ski Instructor against the unqualified Ski Instructor, as demonstrated by the Japanese example. Many Ski Instructors do not know themselves what the ISIA is and what it means to possess an ISIA Card or an ISIA Stamp. Nobody (or at least very few) carry the ISIA badge with the logo. Only a few member associations use the ISIA logo. Internal and external marketing remains an important task to focus on in the future.

2.4 Report of the Advisor Valentin Kiedaisch

Germany has also had a very bad winter so far. Many ski areas remained closed up to the New Year. It was only possible to ski on the top of the mountains, because of the altitude. The Eurotest calibration in Garmisch had to be cancelled. As such, we must fall back on the results of the previous year. New calibrations can be organised when there are at least three reference skiers present during the Eurotest.

The DSLV supports its members in their activities, which entail the regular crossing of borders. Ski Instructors recognised by the State are allowed to work across the border, according to the EU directive regarding services. However, they are not authorised to base operations there. The only thing they are requested to do is to register with the relevant authority. Under these stipulations, they may also bring with them and be responsible for, Ski Instructors who hold a lesser qualification than that which they hold themselves. It is mostly aspects relating to insurance and the registration within the country of origin that are being firmly controlled.

2.5 Report of the Advisor Dave Renouf

Dave is being congratulated by the Steering Committee for his election as the Vice-President of Interski International.



He reports that BASI hope that candidates will soon be able to access state funding, because BASI training programmes have recognition on the Scottish National Qualification Framework.

In Austria, the BASI Level 2 Instructors, who have been working there many years, are being controlled by the state and also by the finance authorities. However, this also brings some advantages, as they must now be remunerated at the official rate, which is in excess of what they were previously receiving.

At the invitation of Swiss Snowsports, I had the opportunity to be present in Zermatt at the course for obtaining an equivalence. This course lasted two days and attracted 12 participants from 6 countries, all of whom were qualified Ski Instructors at the highest level.

The test was very precise, fair and uncomplicated. It was a good way to check technical aptitude. 6 participants (out of the 12) have passed the test. The results were satisfactory.

To bring a conclusion to this table discussion, the General Secretary expresses once again his apologies to the Steering Committee for his absence in Ushuaia. He was not able to leave his ski business in the middle of the season as there was no one to take over relevant duties in his stead.

3. Situation of the Memberships

Suggestion by the DSLV: openness to membership from federal states and regions, as long as they have their own legislation with regards to Ski Instructors and their own professional associations for Ski Instructors

Initial situation: since 1.1.2016, the SNMSF (France), the AMSI (Italy) and the ÖSSV (Austria) have ceased to be members of the ISIA. This was communicated to the Delegates' Meeting in Ushuaia, and the membership has been dutifully informed.

The DSLV has requested that the Steering Committee try to bring back the members which have left.

To advance this there are various strategies, out of which we have chosen one. Even before the associations announced their departure from the ISIA, we were contacted by the regional associations who informed us that they themselves were not in agreement with a departure. They wished to maintain their membership.

In France, the SNMSF is a centralised national association which represents individual Ski Instructors.

In Italy and in Austria, there are regional (provincial) or federal state associations, which are the real legal entities representing Ski Instructors. The federal states in Austria and the regions and autonomous provinces in Italy have their own laws and administer Ski Instructors and ski schools independently. The regional Ski Instructor organisations are governed by their own regulations.

However, the national associations are private associations, which unite under one roof the regional and federal state associations.

The actual members of the ISIA are the regional and federal state associations themselves, where the individual Ski Instructors are registered.

If there is no unanimous decision from all federal state or regional affiliated asso-



ciations, their membership cannot be simply erased, especially since they have expressed their wish to keep their membership.

For this, a decision taken at the majority of two thirds of the Delegates' Meeting would be required, and it would additionally need to be justified.

After seeking legal advice, the Presidency has found that it is correct to keep the "Vorarlberger Skilehrerverband" (the Vorarlbergian Ski Instructor Association) for Austria and the "Landesberufskammer der Skilehrer in Südtirol" (Chamber of the Professional Ski Instructors of South Tyrol) for Italy as members of the ISIA.

Valentin Kiedaisch: I agree with that. The ISIA represents the interests of the ones who seek to protect the profile of the profession. If they fulfil the conditions, nothing can be objected to.

Of course, such a procedure, if we retain these partial organisations as members, can be considered as an offence to the associations which have left.

GS: There is a mistake in the thinking process here, as the federal state and regional associations are the ones which unite all the competences. Their legal status supersedes. In this concrete case, the national associations are only loose affiliations organised under private law to which a common representation has been transferred.

With a vote opposed to a departure from the ISIA, this representation has been withdrawn from them.

Dave Renouf: with regards to this, I have considered the following four points:

1) We must understand why the three countries have left and we must endeavour to have them return. 2) The idea of admitting regional associations could also carry the risk of creating further divisions within a given country (i.e. snowboard). This could create tensions within each federal state. 3) The value of the ISIA Stamp should entice Ski Instructors to become members of the ISIA. Influence must also be established at the Ski Instructors level. 4) We must beware of creating divisions and preferences within each country.

I do not see any necessity to modify the bylaws.

How have we arrived to this juncture? It has all started with the fact that German and British Ski instructors wanted to teach in France and Austria and have done everything in the power to achieve this end.

Riet Campell: there are two points which are decisive for the future of the ISIA:

- a) What happens in Europe with this Delegated Act and
- b) The changes within the ISIA Steering Committee after the elections.

We want all countries to be represented in the ISIA. It means that we want to open the door if somebody wants to come in.

Yuichi Mabuchi: the ISIA is open and we accept any readmission of the associations which have left.

I have now been in the ISIA since 2004. At that time, Fernand Masino and Dino Degaudenz were still part of the Association and the atmosphere was generally cordial. Then Gilles Chabert arrived and things devolved into unpleasantness.

Richi Walter was then elected, for the second time. Then, the European Association was founded. The Eurotest was developed and new associations joined. At



the beginning, the ISIA would also have accepted the Eurotest, but with modified criteria. We could not agree with the fact that the forerunners had to be French or Austrian. Each country should have had the possibility to propose their own forerunners.

A Eurotest has taken place in Germany with French forerunners, which only one or two candidates have passed.

The General Secretary comments that he has witnessed, with Björn Zeitz, how the French forerunners, during the calibration, have put the brakes on on purpose, prior to the finish, so as to achieve a lower coefficient.

Mabuchi carries on: we have asked Richi Walter about this at the Meeting of the Steering Committee in Sexten. He has not given us a response. We waited for the meeting in Yong Pyong, but there was no clear answer. At the Delegates' Meeting in Korea, we decided to create the ISIA Pyramid.

At the Delegates' Meeting in Poland (Cracow), the AMSI has proposed a candidate for a seat within the Steering Committee. Their candidate was not selected. That was the original reason for their departure.

Vittorio Caffi: There are different interpretations of the term "democracy". Because the Delegates' Meeting did not decide in favour of France, Italy and Austria, these countries have decided to depart.

If we look back: in 2010, we (Riet, Dino and myself) went to Chamonix to find an agreement and finally put an end to the quarrels. We were even on the verge of signing an agreement there, but France wanted to wait a little bit longer. One month later, France had completely withdrawn itself from the discussion. The reason for this remains unknown to this day.

The ISIA has really exhausted all possibilities to maintain cohesion.

In 2012, we received a programme drawn up by Gilles Chabert, at the occasion of his candidacy to the post of president. We have worked on most of this programme alone, without any input from Gilles. Richi Walter has also withdrawn himself completely from the discussion.

A first step towards bringing back the associations which have left is certainly to maintain the regional associations as members and, through this, to guarantee a representation of each respective country. The Ski instructors who desire to be members of the ISIA can then file with their regional or any other national association.

Our objective must always be the protection of the interests of the professional Ski Instructors.

Riet Campell: One needs to know the story to be able to understand the situation. A direct question to you Dave: in your opinion, what should we do to bring back the associations which have left?

Dave Renouf: Have you already written to them with the intention to know what they want in exchange for coming back?

Riet Campell: Karl Eggen has spoken with Italy. The condition, sine qua non, for Italy to come back is the departure of the President and the General Secretary. I went to France in person with my Committee. The answer was the same. We must not forget that these countries have openly worked against the ISIA and its bylaws. They have sabotaged the Database.



In spite of this, the ISIA is ready to re-admit these countries. Nobody is against this. However, they must do this under the conditions which apply to all member countries.

Valentin Kiedaisch: A question to Dave. When was your last contact with the three so-called "big" FIO associations?

Dave Renouf: before Ushuaia.
I think that the item on the agenda N°3 was not exactly the solution requested by the DSLV.

Riet Campell: item N°3 on the agenda represents a proposal by the Steering Committee to be extended to all. I am now asking a question which needs to be voted on:

Does the Steering Committee agree with the approach of the Presidency and wish to present this approach to the Delegates' Meeting?

Decision 1-1/16

The Steering Committee decides, by majority, (with 4 votes in favour and one abstention from Dave Renouf), (Martin Bacer and Jiri Kotaska having communicated their approval by phone and by e-mail) to keep the "Vorarlberger Skilehrerverband" (the Vorarlbergian Ski Instructor Association) for Austria and the "Landesberufskammer der Skilehrer in Südtirol" (Chamber of the Professional Ski Instructors of South Tyrol) for Italy as full members of the ISIA, and to propose this interpretation of the bylaws to the Delegates' Meeting.

4. Modification of the By-laws:

- Membership of regional (federal state) associations**
- Modification of the rules governing Membership fees**
- Modification of the voting rights attributions**

Before the Delegates' Meeting in Cracow, we had already prepared a modification of the By-laws (upon request from the BASI and the SNMSF). The preparation of this, along with the translation work, was quite laborious, and was undertaken only to have all the requests withdrawn before the elections.

An openness of the ISIA to the membership of several regional associations from one country requires a modification of the By-laws.

The ISIA follows the goal of representing the professional Ski Instructors of the entire world. One problem is that three large associations have departed.

To reach our goal and to truly take them back, we need a strategy.

The item on the agenda N°10, "Elections", is part of this strategy.

To give these associations a possibility to elect and to be elected, the elections must be postponed to at least December 2016 or, at the latest, until the World Championship, 2017.

Question: Does the Steering Committee agree to postpone the elections and to possibly organise in December a second Delegates' Meeting?



Decision 2-1/16

The Steering Committee decides not to convene elections for the ISIA Steering Committee at the Delegates' Meeting in Lenzerheide.

The Delegates' Meeting will need to decide on a new date for the elections. Proposal of the Steering Committee: either December 2016 or spring 2017, during the ISIA World Championship in Samnaun, to be earmarked for the next election. The two missing members of the Steering Committee shall only be replaced during these elections.

Valentin Kiedaisch: brings to the attention that a modification of the By-laws, with simultaneous postponement of the elections, might give the impression that one might seek to determine the composition of the new ISIA Steering Committee.

Vittorio Caffi: at the Delegates' Meeting in Vuokatti, we have received the mandate to modify the By-laws.

Decision 3-1/16

The Steering Committee unanimously decides to request a modification of the procedural rules at the Delegates' Meeting in Lenzerheide. The number of Ski Instructors of a given member association is determined according to the number of Ski Instructors registered in the ISIA Database. This is the way to calculate the attribution of voting rights.

One month before the Delegates' Meeting at the latest (8.3.2016), the Database must be adapted in such a way so that members can insert and change data independently, as long as the data is germane to their own association.

Decision 4-1/16

The Steering Committee decides the following strategy for the DA which will be held in Lenzerheide in April 2016:

- Openness to membership of regional associations: the interpretation of the Steering Committee will be presented to the Delegates' Meeting;
- Postponement of the elections: potential dates: December 2016 or spring 2017, during the ISIA World Championship; possibility for Italy and Austria to submit candidacy;
- It shall be the newly elected Steering Committee whose remit will extend to modification of the By-laws.
- Votes which establish voting rights shall be calculated according to the number of Ski Instructors registered in the ISIA Database.

The Meeting is interrupted here at 12:30 for lunch and is to be resumed at 14:00.

5. Working Programme

The working programme of the Steering Committee for 2012 to 2014, presented during the meeting in Zurich and which continues for the period from 2014 to 2016, is examined item by item, and almost all items can be considered as treated. Some items still require in-depth work whilst others must be brought to a



conclusion.

Valentin Kiedaisch: we must pass on to the member associations that it is important to use the ISIA logo on various IDs, Ski Instructor jackets, etc.

Database: by the time of the Delegates' Meeting in Lenzerheide, the administration of the Database must function in such a way as to allow the member countries to adapt the data independently (via a CAV file).

Social Media: rules must be established as to whom is permitted to post contributions as an Administrator. Each Commission must have access to the site via an Administrator.

FIANET: to cultivate cooperation and to communicate regularly

ISPO: the ISPO will take place from January, 24th, to January, 27th. Currently, it does not make any sense for the ISIA to aim for a closer cooperation.

5. Organisation of the Committees

Decision 5-1/16

The Steering Committee unanimously decides to re-establish the three ISIA Committees: the Technical Committee, the Legal Committee and the Marketing Committee, and to add to these, as a new committee, the Ski Schools Committee.

The following people are being appointed as responsible for these Committees: Vittorio Caffi for the Technical Committee, Hugo Reider for the Legal Committee, Dave Renouf for the Marketing Committee and Valentin Kiedaisch for the Ski Schools Committee.

7. Annual accounts 2015

The president presents the current Annual accounts (for 2015). They show a deficit of 10 000.00 CHF.

Decision 6-1/16

The Steering Committee unanimously approves the Annual accounts for 2015 to be submitted to the Delegates' Meeting.

Budget 2017: if the activity maintains itself at its current level, a deficit of up to 25.000,00 CHF is being projected for 2017.

Decision 7-1/16

The Steering Committee unanimously approves for 2017 a budget with a deficit of up to 25.000,00 CHF.



Valentin Kiedaisch: it is to be noted that such a budget is only possible because the ISIA operates under the same roof as Swiss Snowsports and Swiss Snowsports assumes a large part of the administrative costs; it is also because the general secretary is satisfied with a minimum amount of expenditure.

8. Membership Fees

Decision 8-1/16

The Steering Committee unanimously decides to propose to the Delegates' Meeting an increase in the membership fees to 2,00 CHF per Ski Instructor. The new fee will include the contribution for the Database.

This constitutes a formal increase, as the fee was previously 1,50 CHF plus 0,40 € for the registration in the Database. This amounted to approximately 1,95 CHF.

9. Preparation for the ISIA Delegates' Meeting 2016

This item has already been discussed.

The General Secretary will write a summary, which will be inserted in the Minutes and sent to all the members of the Steering Committee.

10. Preparation of the Elections of the Members of the Steering Committee

This item also has already been discussed.

11. ISIA World Championship 2017 Samnaun (CH)

President Campell distributes a presentation of the event of Samnaun which already includes a pricelist.

We must decide when the Championship will take place and how big it will be. It must also be decided which disciplines will be presented.

The last World Championship, which took place in Pamporovo, did not attract a very large audience.

Regarding the date: Samnaun has suggested April, 6th and 7th, as it organises its End-of-the-Season Festivities on the 8th and the 9th.

Japan will not be able to attend on these dates, as they coincide with the SIA Festival. It suggests a date at the beginning of March, around March 6th.

The date must be reconsidered and discussed with the organisers in Samnaun.

Decision 8-1/16

The Steering Committee unanimously decides to organise straightforward races for the World Championship 2017 in Samnaun: one classic Giant Slalom with individual ranking and team ranking and one Parallel Slalom with mixed groups.



Snowboard: only in workshops

The World Championship will integrate workshops and the ISIA Congress along with a Delegates' Meeting.

12. Meeting Dates

The future meeting **dates** are the following:

07.04 – 10.04: Delegates' Meeting, Lenzerheide

Arrival on Thursday, April 7th

Friday, April 8th: in the morning, possibly Congress; skiing during the lunch break; Delegates' Meeting in the afternoon

Saturday, April 9th: possibly, continuation of the Delegates' Meeting, otherwise skiing

Sunday, April 10th: departure

Enrolments should take place before mid-February

The Meeting is being interrupted at 5 pm as the SIA has invited the participants to a dinner in the presence of Her Highness the Princess Akiko of Mikasa. The Meeting shall resume the following morning at 9 am.

President Campell thanks the ISIA for a wonderful evening and for the honour of dining in the presence of Princess Akiko.

He asks the Vice President Mabuchi whether it would be possible to make Princess Akiko an Honorary Ski Instructor of the ISIA. She would become only the second Honorary Ski Instructor after Pope John Paul II.

Mabuchi will enquire of the Princess whether this is possible.

Decision 9-1/16

The Steering Committee unanimously decides to name Her Highness the Princess Akiko of Mikasa Honorary Ski Instructor of the ISIA, in recognition of her involvement in favour of professional Ski Instructors in Japan and worldwide and in favour of snow sports in general.

President Campell along with general secretary Reider will present the diploma as soon as they have received a positive response from the Princess Akiko.

Further to the item to the agenda N°12: Meeting Dates

There will be another meeting of the Steering Committee in Lenzerheide on April 7th, before the Delegates' Meeting.

On March 3rd, at 1 pm (CET), there will be a Meeting of the Steering Committee convened via Skype.

Possible date for the Delegates' Meeting to hold the elections:
December 2nd to 4th in Munich

Dates of the World Championship 2017: towards the end of April, if possible



13. Miscellaneous

The Russian Ski Instructors Association would like to organise the first ISIA Test for Snowboard to be held on February 9th, in Miass (Ural). Training will take place on the 7th and the 8th.

Decision 10-1/16

The Steering Committee unanimously transfers the competence for the organisation of the test to Vittorio Caffi, who must arrange all aspects with the organizing parties and, if possible, be present during the test itself.

As the date proposed by the Russian Association has been made at the last minute, it would be wise to consider deferment.

It is being discussed whether it would be useful to create a Code of Behaviour containing guidelines for ISIA Ski Instructors, which would remind them to conduct themselves appropriately, according to their profession, as well as towards guests, but also towards other Ski Instructors and schools, especially when they find themselves on foreign territory. Even without the existence of any guidelines, common decency implies that one should register with the local ski school or responsible regional association when one teaches away from the usual environment.

Yuichi Mabuchi reports about contacts with the Chinese Ski Association from Dalian (Liaoning Province). The SIA was invited to a Ski Congress and is invited to return in March 2016 with a demonstration. There may be a linking relationship between this and the 2022 Olympic Games in Beijing.

The BASI also has organised a training for Ski Instructors in China.

A question for the President Riet R. Campell: Do you have any comments about Pamporovo? Should the ISIA Event be repeated? Should only ISIA members be able to participate?

The format of the Interski as it is now is actually obsolete.

The ISIA has introduced workshops in Beitostolen, then small lectures in Crans-Montana and finally competitions in Ushuaia.

As we can all see, the Giant Slalom has become an essential part of the Ski Instructor training in Europe. The Interski itself can not deny this.

When we look at the list of results of the Giant Slalom in Ushuaia, which should have seen the participation of the best Ski Instructors in the world, the differences in timing are quite striking. If we apply the criteria of the Eurotest to the race, we notice that a very large segment of the best skiers would not be able to obtain a European Professional Ski Instructor certificate.

With no more requests to speak regarding this item and as there is nothing more to be discussed, the President adjourns the Meeting on January 19th, 2016, at 11 am.

Keeper of the minutes

Hugo Reider, general secretary

The president

Riet R. Campell