



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

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# Minutes

## ISIA Delegates' Meeting

April 8<sup>th</sup>, 2016

Lenzerheide, Switzerland

Conference Hall of Hotel Schweizerhof, Lenzerheide



## Opening/Welcome/Establishment of a quorum

President Riet R. Campell opens the Delegates' Meeting at 8:30 am and welcomes especially Erich Melmer, President of the Interski, as well as Karl Eggen from Swiss Snowsports, who is the host. They both greet the participants. Through a roll call, the General Secretary establishes the quorum:

List of attendees and votes

	Country	Stamps	V	Pd	Pres.	Represented by	VR
1	Andorra	501	2	J	J	Victor Iriarte	2
2	Argentina	700	2	J	J	Martin Bacer	2
3	Australia	510	2	J	J	N	0
4	Austria	500	1	J	J	N	0
5	Belgium	300	1	J	J	N	0
6	Bosnia Herz.	49	1	J	J	Ivan Gruden	1
7	Bulgaria	250	1	J	J	Petar Grouevlankov	1
8	Canada	500	1	J	J	Martin Jean	1
9	Chile	100	1	J	J	N	0
10	Croatia	505	2	J	J	Evgenia Sedelnikova	2
11	Czech Republic	500	1	J	J	Jiri Kotaska	1
12	Denmark	510	2	J	J	Frank Lund	2
13	Germany	3010	5	J	J	Wolfgang Pohl	5
14	Finland	501	2	J	J	N	0
15	Greece	250	1	J	J	N	0
16	Great Britain	1200	3	J	J	Andrew Lockerbie	3
17	Holland	510	2	J	J	Frank Luiten	2
18	Ireland	70	1	J	J	Derek Tate	1
19	Israel	150	1	J	J	N	0
20	Italy	2065	4	J	J	N	0
21	Japan	1057	3	J	J	Juichi Mabuchi	3
22	Liechtenstein	25	1	J	N	N	0
23	Korea	550	2	J	J	Kim Donghwan	2
24	Montenegro	120	1	J	J	Lekovic Mileta	1
25	New Zealand	500	1	J	J	N	0
26	Norway	400	1	J	J	Björn Ove Larsen	1
27	Poland	150	1	J	J	Krzysztof Zieba	1
28	Romania	195	1	J	J	Codru Popesku	1
29	Russia	510	2	J	J	Olga Darguazhas	2
30	San Marino	160	1	J	J	Corrado Sulsente	1
31	Sweden	330	1	J	J	N	0
32	Switzerland	4500	6	J	J	Karl Eggen	6
33	Serbia	60	1	J	J	Neboisa Mitrovic	1
34	Slovakia	40	1	J	J	Jaroslav Pavelka	1
35	Slovenia	501	2	J	J	Blaz Lesnik	2
36	Spain	1000	2	J	J	Eduardo Roldad	2
37	Turkey	200	1	J	J	N	0
38	Hungary	50	1	J	J	Katalin Egri	1
39	USA	520	2	J	J	Erik Sheckleton	0
	<b>Total</b>	<b>23 549</b>	<b>67</b>			<b>27</b>	<b>49</b>

V = votes | Pd = paid | Pres. = present | VR = voting rights



27 out of a total of 39 member associations are represented. The attending delegates represent 49 out of the total of 67 authorised voting rights.

The President proposes that Martin Jean (Canada) and Katalin Egri (Hungary) be ascribed the task of vote counting.

### **Decision 1/DM 2016**

The 2016 Delegates' Meeting has been convened in a most proper and orderly fashion and therefore has a quorum. The Delegates' Meeting is to be led by the President.

The two proposed vote tallies, Martin Jean and Katalin Egri, are approved unanimously and accept their post.

## **Item 1 Report of the ISIA President and Vice Presidents**

President Campell expresses his thanks to Switzerland, who is hosting the Delegates' Meeting, and officially declares the Delegates' Meeting 2016 open. He also thanks our friend Martin Bacer for organising the Interski in Argentina.

### **Situation EU / Brussels:**

The step from the Memorandum of Understanding (MoU) to the Delegated Act should be completed during 2016. The associations have had the time to present their views and their proposals for modification. The Commission gave a mandate to an agency to establish an inventory of the professional qualifications of all member countries. A weighty and extensive study was drawn up, which unfortunately contained numerous errors and false reports.

Going forward, the EU shall only inform the coordinators of the individual countries, and not the associations anymore concerning such matters.

### **Tourism:**

Decline of Skier days (first access to a cable car) in Switzerland. In the last three years, drop from 29 million to 23 million. -12 to -16% loss for cable cars and for hotels, but ski schools still remain stable.

Winter sports in Switzerland are slightly in crisis.

There are a lot of organisations that show us new ideas. However, we must undertake to implement these ourselves. In this respect, the ISIA is a fantastic communication platform.

Today's theme: friends, how are we to make progress? Our common goal is to bring winter sports forward. All for one and one for all.

### **Report of the Vice President Pacific Area, Yuichi Mabuchi, Japan:**

Many people come to Japan to ski. In the last few years, there have also been increasingly more Ski Instructors from the Southern Hemisphere.

For Japan, it is not a problem for foreign Ski Instructors to come and teach here.

However, Japan requests that the Ski Instructors register before they arrive.

Regarding the future, there is an existing friendship with China. Japan remains in contact with a few Ski Instructors associations in China. In March, a Technical Event took place



in China for the first time. Around 300 Ski Instructors took part in the Event. In the final, there were 50 Ski Instructors with highly technical skills. During the closing ceremony, Mabuchi suggested that they should continue with regards to Ski Instructors training and ski schools.

China is interested in the ISIA. Japan and Korea want to assist China in establishing a Ski Instructor programme according to the ISIA Minimum Standard.

Considering the population of China (1.3 billion), a mere 1% ski participation rate would mean a considerable number of skiers.

#### **Report of the Vice President America, Martin Bacer, Argentina:**

Martin Bacer is proud of the Interski Congress in Argentina. They worked hard and hoped that everybody would attend. Unfortunately, the French Association President, Chabert, did not give his demonstrators the opportunity to present themselves.

800 participants is quite significant, but we would have expected many more, even in consideration of the fact that expenses were high for the associations.

We would have expected a little bit more support from Interski International.

Argentina works hard on its Ski Instructor programme so that professionally trained Ski Instructors can give the best teaching within professional ski schools.

#### **Report of the Vice President Europe, Vittorio Caffi, Ireland:**

The best training guarantees the best quality for the clients.

The ISIA Database gives ski schools the possibility to verify the qualifications of Ski Instructors and their level of competence. Commercial platforms also use the lists of our Database.

We are able to assess what data from our ISIA Database is being used.

Over 50% of our members are at the ISIA Card level.

We aim to allow each organization to contribute to our work and to benefit from it.

Seven ISIA Tests were organised. The countries were authorised by the ISIA to perform a first ISIA Test under the direct supervision of the ISIA. Further tests will be conducted without supervision.

The ISIA Test is constructed in different formats for different snow sports. This is a unique feature. A first test for Snowboard Instructors was conducted. This is another element that shows that the ISIA is the professional association for all snow sports instructors.

## **Item 2 Members**

### **Item 2.1 Remaining as members: Vorarlbergian Ski Instructor Association (Vorarlberger Skilehrerverband, Austria) + Chamber of the Professional Ski Instructors of South Tyrol (Landesberufskammer der Skilehrer in Südtirol, Italy)**

Thanks to the Minimum Standard, all our members show a good level of competence. New members must comply with these standards.

For countries wishing to join, it is not always easy to recognise which is the right national association for an ISIA Membership.

For the first time in the history of the ISIA, there has been the occurrence that individual countries wish to leave the Association, while their part-associations wish to remain members.

We must find a solution to this problem.

In view of the future elections, we must make a principle out of the fact that only member countries can be elected, and not the countries that have left.



On 1/1/2016, France, Italy and Austria left the ISIA as national associations. The reason for this goes back to the elections in Cracow, the results of which France, Italy and Austria disagreed with. They had come there with the intention of completely taking over the ISIA. There was just enough to satisfy France and Austria with a post of advisor for each of these countries, but Italy remained empty-handed.

Despite clear election results and against every facet of the By-laws, Italy wanted a voting right and a seat in the Steering Committee and to appoint the General Secretary. The Steering Committee offered Italy a seat on the Steering Committee without a voting right. This was rejected by Italy.

At the very first Meeting of the Steering Committee subsequent to this, France announced, not via itself, but through representation from Austria, that the French representative would not be participating in the meetings of the Steering Committee composed in this manner and has not appeared at any of the meetings for the ensuing four years.

In Italy and Austria, Ski Instructors are organised in autonomous federal state associations which are legal entities. The Ski Instructors are represented by the federal state associations. The national association operates merely as a representative of these federal state associations. Legally binding decisions must be made and ratified at the level of the federal state.

The national associations of Italy and Austria wanted to leave the ISIA on the basis of a decision taken by the majority, internally. However one federal state association per member country (South Tyrol, Italy and Vorarlberg, Austria) desires to remain in the ISIA and made this wish known prior to the national associations' submission of their notice of resignation to the ISIA.

After legal consultation, the Steering Committee concluded that the membership of Vorarlberg and South Tyrol could be maintained even after the withdrawal of the AMSI and the ÖSSV. For this, a change in the By-laws is not necessary and neither does it cause the case of new membership to arise.

One representative per country remains within the ISIA. The By-laws are not being changed.

Only the name of the association changes. The members remain the same.

The ISIA has received many calls and requests from Ski Instructors from Italy and Austria who would like to obtain the ISIA Stamp. It seems that the information that the countries have left the ISIA has not reached the teaching base.

Discussion:

Following this, a heated discussion ensues, which stretches over a period of two hours. On one side, the German and Swiss associations, supported by Great Britain, which vehemently support the fact that everything should be done to bring back the three big countries and which express themselves as being against the retention in the ISIA of the two part-associations. The representative of Great Britain does not spare the Steering Committee from reproach and accusation, which may be considered unjustified.

Germany and Switzerland are openly threatening of their own withdrawal, if their demands were not to be met.

Other associations stand in contradiction to the explanations of Germany, Switzerland and Great Britain and agree with the interpretation of the Steering Committee, namely, that Vorarlberg and South Tyrol should maintain their membership.



To avoid a crucial vote, a break is introduced after everybody has had the chance to express themselves on this subject.

Coffee break!

President Campell, summarising: We have a problem!  
We must find pragmatic solutions without resorting to confrontation.  
Our proposal is the following:

Maintain the status quo. The present members' status as members shall remain. The Steering Committee will seek discussions with the countries and solutions. It will hold discussions with countries into next year and present a proposed solution for an eventual readmission.

### **Decision 1/DM 2015**

The DM agrees this proposal without opposition. The status quo is maintained with regards to the current members' status.

Vorarlberg and South Tyrol remain full members until such time as a decision has been made about the eventual readmission of their respective national associations.

### **Item 2.2 Admissions**

No requests have been submitted for new admissions. Regarding the countries which currently hold an observer status, there have been no changes that could support their admission as full members. The countries still retaining their observer status are the following:

- Ukraine
- Albania
- Macedonia
- Latvia.

## **Item 3 Approval of annual accounts for 2015 and discharge of the Steering Committee**

Jiri Kotaska, the Treasurer, presents the annual accounts.

## **Item 4 Auditor's Report**

As an auditor, Frank Luiten confirms that the 2015 annual accounts have been verified and found in order. He recommends the approval of the annual accounts and the discharge of the Steering Committee.

### **Decision 2/DM 2016**

The Delegates' Meeting approves the annual accounts for 2015 and gives a discharge to the Steering Committee, unanimously.

## **Item 5 Budget 2017: approval**

The budget for 2017 is presented and explained by President Campell. Drop in benefits, but rise in membership revenue.



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Request for approval:

**Decision 3/DM 2016**

The budget for 2017 is unanimously approved by the Delegates' Meeting.



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## Item 6 Membership Fees

Database: there were a few problems with the Database. The Database will now be transferred to the Swiss Snowsports server. It took a fair amount of time to organise the transfer, which has also revealed several problems.

In the future, the Membership fee will include a fee of €0.40, earmarked for the registration of each member in the Database. The proposed new amount of Sfr.2,00 also includes the fees for administering the database.

The Membership fee (basic fee) of the countries will rise from Sfr.750 to Sfr.1000.

### Decision 4/DM 2016

The DM approves by a majority an increase in the Membership fee from SFr.1,50 to SFr.2,00 and of the basic fee per member association from SFr.750 to SFr.1000.

Request for the increase of fees: 2 opposing votes (Andorra and Spain), 1 abstention (Hungary)

The request has been approved.

The Subscription Rules are being modified as follows:

§2

“750” is to be replaced with “1000” and “1,50” with “2,00”

- up to 500 Ski Instructors, a basic fee of SFr. 1000, above that, SFr. 2,00 for each additional Instructor.

## Item 7 Modification of the Rules of Internal Procedure and of the Subscription Rules

From the proposed changes, there remains only the request to amend the official languages of the ISIA. The change concerns only Minutes, which would only be written in German and English.

During the Delegates' Meetings, the contributions and the requests to speak of those present would continue to be translated across three languages: English, German and French.

Translation of Minutes: we would save about Sfr.10000 if the Minutes were only written in English.

First vote: question: those in favour of maintaining the status quo should indicate via a show of hands now.

Voting result:

21 for, 23 against and 3 non-valid

### Decision 5/DM 2016

The DM decides to vote about a modification of the Rules of Internal Procedure.

Second vote: request: the Minutes will only be written in two languages: German and English. Those in agreement with the motion must vote with a yes.

Voting result:

31 for, 13 against, 1 non-valid





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## Decision 6/DM 2016

The DM decides at the majority that the Minutes only be available in German and English.

The Rules of Internal Procedure are being modified as follows:

Chapter 1, §1, point 4:

To be crossed out: "French"; between "English" and "German", the comma is to be crossed out.

Chapter II, §6 paragraph 1:

To be crossed out: "French"; between "English" and "German", the comma is to be crossed out.

The Meeting is being adjourned at 12:30 pm for the lunch break and resumes at 2:00 pm.

## Item 11 Congress and World Championship 2017

This item to the agenda is being brought forward due to the presence of the representatives of Samnaun.

Presentation of the World Championship at Samnaun. Costs for 5 days: between Sfr.700 and Sfr.1100. Prices are enclosed within these Minutes.

Dates: end of April 2017

Proposal: not only competitions, but also workshops of the Technical Committee should be organised

Contact person within the Tourist Board: Bernhard ([samnaun@engadin.com](mailto:samnaun@engadin.com))

## Item 8 Preparation for the elections

### Proposed dates: December 2016 or during the World Championship 2017

According to the By-laws, the elections should be organised in 2016.

The Steering Committee considers that an election during the Delegates' Meeting in Lenzerheide is premature and not possible.

Proposal of the Steering Committee is for the elections to be organised:

A) During the World Championship 2017 (i.e. postponement) or

B) In December, during a meeting and at a date set only for this matter.

Request: Does the DM agree to organise the elections at the next DM, set next spring, during the ISIA World Championship?

The request is being adopted without any opposing votes or abstentions.

## Decision 7/DM 2016

The DM unanimously decides to postpone the elections of the Steering Committee until the DM set during the World Championship of spring 2017.

Additional note for the Minutes: Riet Campell will not be standing for re-election.



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## **Item 9 Committees**

## **Item 10 Technical, Marketing and Legal Committees**

The three ISIA Committees, the Technical Committee (Presidency Vittorio Caffi), the Marketing Committee (Presidency Dave Renouf) and the Legal Committee (Presidency Hugo Reider) are being re-established and will become more active.

## **Item 12 Tasks to be completed**

Reenlist the three countries which have left  
Build up the Committees  
Take over the database  
Prepare the World Championship and the DM 2017

A problem will arise with the Back office after the elections. Swiss Snowsports, Helga and now Valeria have led the Back office very successfully. The infrastructure must be rethought with an eye on the future.

## **Item 13 Requests from the members**

The request to move to Minutes in English only has already been handled.  
There are no further requests.

## **Item 14 Miscellaneous**

Question: if the three big countries are not members of the ISIA anymore, are they still allowed to be part of Interski?  
France and Austria have their own organisations, Interski France and Interski Austria, which comprise all three working groups. However Italy does not have its own Interski, and the AMSI was only represented within the ISIA. As the AMSI does not belong to any international working group anymore, it cannot be a member of Interski anymore.

The idea of merging the three world associations has often been proposed.  
Erich Melmer supports the idea of keeping the three working groups separate.

Erik Sheckleton, USA: in the USA, we do not attach a lot of importance in an ISIA membership and we will also not be coming to the World Championship. We do not like the fact that the ISIA Stamp or Card is trying to be imposed on a global basis. Neither do we believe in a Speed Test.  
We rather support the Interski Forum amongst professional Ski Instructors.

As there have been no expressions of the desire to speak, President Campell closes the Delegates' Meeting at 3:30 pm. He thanks the good organisation, the interpreters for their patience and all the participants.

**President**  
Riet R.Campell

**Keeper of the minutes**  
Hugo Reider, General Secretary