



PSIA-NW / AASI Fall Board of Directors Meeting
Hilton Garden Inn
Renton, Washington
September 20, 2008

The meeting was called to order by the President, Jack Burns at 8:00 am. Roll was taken and a quorum was established.

Burns, Jack	P	King, Bill	P
Germeau, Mary	P	Livingston-Weston, Mary	P
Schinman, Mark	P	Moldstad, Karen	P
Suzuki, Diana	P	Nagai, Wayne	P
Younglove, Ed	P	Stoneberg, Kay	P
Eisenhauer, John	P	Tsukamaki, Takashi	P
McLaughlin, Lane	P	Weston, John	P
Thompson, Chris	A	Wilson, Chris	A
Fitch, Molly	P	Winterscheid, John	A
Young, Lance	A		
Barnes, Tyler	P	Congdon, Roark	A
Brawley, Sally	P	Priest, Kathleen	P
Brown, Rick	P	Taggart, Jodi	A
Carter, Gary	P		
Cornish, Charlie	P	Darrow, Barbara	P
Croston, Rob	A	Huotte, Kirsten	P
Field, Jim	P		
Henrikson, Stephen	A		
Kane, Ed	P		

Guests – Robert Wangen (Mt Ashland Ski School) and Chris Kastner

Officers Reports:

President – Jack Burns -- Report stands as submitted.

Jack expressed concern over one of the Governance issues at National. Our National representatives need to be careful regarding ASEA's exploring ways to control who sits as directors on the National board.

Executive Vice President – Mary Germeau - Report stands as submitted.

Mary did a roll call vote of the board members whose terms are up in the spring of 2009. She asked if they will be running as incumbents.

John Winterscheid – Snoqualmie – Not present
 Wayne Nagai – Snoqualmie – Undecided
 Mark Schinman – Stevens Pass – Yes
 Mary Livingston-Weston – Stevens Pass – Yes
 Rick Brown – Spokane – Yes
 Chris Wilson – Mt Hood – Not present
 Jim Field – Bend – Undecided
 Gary Carter – S Central – Yes

Mary hopes that we will get candidates for all of the regions as well as the two empty seats in Spokane and Bend.

Administrative Vice President – Mark Schinman - Report stands as submitted.
Mark added that the office is up to full staff and operating smoothly.

Financial Vice President – Diana Suzuki
Copies of the 2007-08 year end financial are available. The 2008-09 budget will be presented for approval later during this meeting.

The budget reflects several event fee increases. We have not increased event fees for several years. We should have been increasing them all along to keep up with inflation. There are proposals on the agenda for exam fee increases and a dues increase for 2009-10 season.

PSIA Representative – Ed Younglove - Report stands as submitted.
Ed reported that he has submitted John Weston's name to National for Lifetime membership.

There are still issues surrounding the Division Only membership. National is still looking at creating new membership status for recruitment.

A new program National has proposed is recruiting clinics held by ski schools to expose non members to the National Demo team Members. The team members will lead the groups. National has allotted dollars to the divisions to support these clinics.

The National Board elected to make the National Demo Team members independent contractors and they are responsible for their own workman compensation.

The best course of action in using National Demo Team members is to have them sign an Independent Contractor's Agreement and pay the workman's comp for them. The big issue is not the cost per hour of work, but if there is a claim. If there is a claim it will affect our rate in the future.

Kim Seevers has resigned from her position as the Education Director of ASEA. Ed stated that Kim's leaving is a tremendous loss to us and it will be difficult to find someone of her caliber as a replacement.

The current governance structure of the National organization is presenting several legal issues. The new IRS 990 form is requiring new reporting expectations. A Governance Task Force has been charged with looking at these issues. There may be by-law changes for both the Divisions and National.

Cert Unity – The National board funded a Certification Unity committee meeting in August. The group is working toward a National Level III exam. They will continue to use the National Standards and will standardize the exam process and involve the use of National Examiners who will be accredited as the program develops.

Certification Unity Update – Chris Kastner
The purpose of this Unity Task Force is to devise and develop a common process for the Level III exam.

Cert Unity for the Level III exam developed from the MarketSpark report which came from a survey that National did in 2006.

Last spring a Certification Unity committee was put together with a member from each of the nine divisions. This committee communicated by phone conferencing and email.

Chris stated that his original thoughts were that this type of exam was not necessary or "would not fly" in our Division. We already have a solid exam process using the standards set forth by National.

Now that the committee has begun to lay the groundwork, Chris is stepping back a little from his first thoughts and is having more of an open mind on this issue. He is still challenging the group to come up with a format that can be integrated into all of the Certification processes throughout the Nation.

Chris explained that he serves on the Education Advisory Council (EAC). One of the functions of this committee is that they review all of the education program proposals that are presented to the National Board. The Council takes the suggestions and gives them a level of priority. The EAC gave the Certification Unity a low priority. Chris wonders why the board decided to move forward on this program when the EAC gave its purpose a low priority. Why do we have the EAC if the board does not take its advice??

A Cert Unity meeting was held in Salt Lake City last month. All division's representatives met to devise the process that will be eventually proposed to the divisions.

There was a lot of information sharing at the meeting. Skiing, teaching and movement analysis are the components of the exam. A modular format is being proposed and will most likely be three days (two days of teaching/movement analysis and one day of skiing). A candidate will have two years to complete the exam if a module is failed.

There will be two pre-requisites for the National Level III exam; Children's Accreditation is a mandatory pre-requisite for taking the national level III exam and one of the following: a certification from another discipline, racing or park and pipe.

A Level III written test bank will be developed and new scorecards will be created.

The committee meets again next summer at Mt Hood to pull together the parts of the exam and ski through the process. An examiners college will be held to go through the process with groups of examiners who can take back to their divisions to develop the examining force.

Discussion:

- What is the timeline for implementation? The hope is to begin the process in 2010.
- What about the current Level III instructors and their status? It is almost like we are creating a Level IV. Nothing will happen with the current Level III. This new process is a move to the future.
- Our Certification is looked down upon internationally. We have nine divisions doing certification nine different ways.
- We should not be the division that just says "no". We need to listen to see the recommendations from the committee.
- A few years ago we proposed prerequisites and they were approved by this board. The membership overturned them. Are we going down a similar road?
- Having a process that our members can walk away from feeling good regardless of whether they were certified or not is necessary. This is not happening nearly as much as it should. It would be a lot easier for our members to justify the added expense or a more elaborate exam if they walk away from it feeling good and they got something from it.
- Some of the things that will come out of this process will be beneficial to us regardless of whether we go forward with the National Level III or not.
- This National Level III Certification is geared to those who make ski instruction a career.
- The Cert III modules would be interchangeable between the divisions. If one passes a module in your home division the exam can be completed in another.

Chris will keep the board up to date on the functions of the Certification Unity Task Force.

Recognition

Jack Burns presented Chris Kastner with a plaque and thanked him for his contributions to the board as a board member and Certification Vice President. Chris thanked the board for the plaque and for nominating him as a lifetime member to Northwest and National.

Education Vice President – Molly Fitch – Report stands as submitted.

Molly added that symposium will be held at Mission Ridge April 2-5,2009.

Technical Vice President – Lane Mc Laughlin - Report stands as submitted.

Certification Vice President – Chris Thompson – Absent – Report stands as submitted.

Education and Programs Director – Kirsten Huotte - Report stands as submitted.

Communications Vice President – John Eisenhower - Report stands as submitted.

John spoke of the spring issue of the newsletter and felt that it was good strong issue. It included an insert that showed how and why our organization was set up.

There was also an article from David Lawrence about our new Nordic National Demo Team member. His article was about his experience at the national tryout.

The budget (to be approved at this meeting) reflects enough money to print three newsletters. Normally we do four newsletters and the Season Guide. We will continue to publish the fall, early winter and winter issues. The Season Guide will be an insert to the winter issue.

A full color newsletter is a possibility in the future at the same pricing we now are paying. We will need to meet printing deadlines in order to receive this pricing.

John is still working on some major changes to the website. He will be taking some recommendations to Executive Committee later today and will have updates for the entire board after the Executive session discussion.

Member School Vice President – Lance Young – No report submitted.

Nordic Chairman – Charlie Cornish – No report submitted.

Snowboard Committee –Roark Congdon – Absent – No report submitted.

Roark Congdon is the new snowboard chairperson. He replaces Dustin Semb. New members on the committee are Chad Frost and Mike Hamm.

Rick Brown (for Roark) reported the snowboard committee is working on new feedback evaluations forms for the exams.

There will be a new snowboard exam task video if the funds are approved at this meeting.

Children's Committee – Jodi Taggart – Absent - Report stands as submitted.

Jodi will be attending a National Children's Meeting in Lakewood on October 3-4, 2008.

Adaptive Committee – Kathleen Priest - Report stands as submitted.

Awards and Recognition – Wayne Nagai – No report submitted.

Member Ski School Insurance Committee – Chris Wilson – Absent - No report submitted.

Office Transition Task Force – Ed Younglove - Report stands as submitted.

Senior Specialist Accreditation – Ed Kane - Report stands as submitted.

Ed reported that there are now three levels of Senior Accreditation. They are Foundations, Level I and Level II

The rewrite of the workbook is now complete. Some of the tasks are a little different than before and the workbook contains sections for Level I and Level II. The Foundations portion is educational and is required in order to attain the Level I Accreditation. The participants will need to fill out and bring the workbook to the Level I session as part of the requirement for Level I.

Senior Specialist trainers will meet at Timberline in November.

Proposals

Proposal A

MSC: Younglove/J. Weston

I move that the timeline and the job description for the new Executive Director position recommended in the transition committee report and the position description for the Executive Director position be adopted; that the vice president be directed to review and revise their respective policies and procedures by no later than is necessary for by-law amendments to be drafted for approval of both the policy changes and by-law amendments at the spring 2009 board meeting; and that revision should take in to account the transition committee's report and specifically the organization's functions chart and the new Executive Director job description with the goal of a co-operative and complementary relationship with the new Executive Director.

Motion Passed

Office Transition Task Force Update

The committee met several times to create the Executive Director (ED) position job description (See attachment #1).

A functions chart was developed by Takashi Tsukamaki and committee to better understand the workings of our organization (see attachment #2). These were created using the option #2 that was approved by this board at the 2008 spring meeting.

The committee created a job description that will make the Executive Director the CEO of the organization. The ED will be given almost total discretion in accomplishing the organization's goals. The ED will work with the volunteers (officers) to complete the work of the various programs within PSIA-NW.

Revisions of the officer's policies and procedures taking into account the ED job description and the organization's functions are necessary. The by-laws will need to be amended to reflect the revisions necessitated by the creation of the ED position. These will need to be done prior to the spring of 2009 board meeting.

Proposal B

MSC: Younglove/J. Weston

I move that a new region, the Whitefish region, be created in PSIA-NW with one (1) board seat. The director for the new region will be elected in the spring 2009 election and seated at the commencement of the spring 2009 board of directors meeting.

Motion Passed.

Proposal D (Proposal D was presented before Proposal C)

MSC: Suzuki/Younglove

I move that we increase dues from \$40 to \$45 per PSIA-NW member for the 2009-10 season

Motion Passed.

Proposal C

Suzuki/J. Weston

I move to raise Alumni dues to be the same as that of a regular member which currently is \$45. This will be for the 2009-10 season

Motion Passed

Proposal E – This proposal is for information only and will be submitted to the Education Foundation meeting.

I move the PNSIA-EF provide \$6,000 for AMS training in Lakewood, Colorado.

Proposal F - This proposal is for information only and will be submitted to the Education Foundation meeting.

I move that the fee paid by EF to PSIA/AASI-NW for the 2009-10 budget be increased to \$4,000.

MSC: Younglove/King

I move that PSIA-NW charge PNSIA-EF a fee of \$4,000 for office support and services.

Motion Carried.

Proposal G

MSC: Suzuki/Younglove

I move that the on snow exam fees be changed from \$90 per module to \$115 and the written exam fees be changed from \$15 to \$20.

Motion Carried.

Proposal H

Priest/J.Weston

The Adaptive Committee requests up towards \$100 to offset travel cost for John Stevenson to attend the National Adaptive Meeting, held in Colorado Springs, Colorado.

Motion Withdrawn.

The amount requested will be covered by the existing adaptive development budget.

Proposal I

MSC: Brown/J.Weston

I move that PSIA-NW produce a current, quality snowboard task video for the benefit of the membership.

Motion Passed.

The funds for this motion will be requested from EF.

Proposal J

MSC: Schinman/Suzuki

I move that we accept the office lease presented by our landlord.

Motion Passed.

See attachment #3 for a copy of the lease.

2008-2009 Budget

MSC: Suzuki/Schinman

I move that we accept the 2008-09 operating budget as presented.

Motion Passed.

New Business

Standing Committees

Jack Burns addressed the upcoming by-law/policy and procedure changes regarding the Executive Director position. There are several standing committees mentioned in the by-laws that are non-

functioning committees. He is asking for the board opinion as to whether they are eliminated from the by-laws and changed to presidential appointed committees?

The consensus was to restructure the committees as necessary. If in the future there is a need for any of the standing committees they can always be added with a by-law change.

Level I

Jack brought up the fact that there were 89 instructors who took the Level I exam last season who did not join PSIA. That is a loss of about \$3600 in dues revenue. Should we require these level I candidates to pay their dues prior to taking the level? Refunds could be made if they do not qualify.

There was discussion and the result is that the board does not want candidates to be forced to pay dues upfront and to leave the policy as it is. The successful candidate has thirty days to join after taking the exam.

Office Computer

Mark Schinman asked the board for help with the office computer backup system. We have a tape driven backup with the UNIX operating system. It has not been working. He asked if there were any board members familiar with UNIX.

Charlie Cornish volunteered to stop by the office and check out the system and analyze the situation.

MSC: J.Weston/Schinman
I move to adjourn.

Meeting adjourned at 2:00 pm.

Next meeting will be held on May 16, 2009 at the Hilton Garden Inn in Renton.