

**Fall Board Meeting
September 15th, 2012
PSIA/AASI-NRM**

In attendance:

Mike Hickey, Past President/Member
Heidi Maier, Secretary/ Vice President/Board Member
Tony Brown, Treasurer/Board Member
Randy Wall , Board Member
Craig Beem, Board Member
Steve Hill, Board Member
Greg Sponceller, Board Member
Sherrie Nevill, Board Member
Eliza Kuntz, National Board Representative
Turi Hetherington, Executive Director
Meghan Larson, Incoming Executive Director
Matt Larson, Freestyle Committee Chair
Trey Theard, Snowboard Committee Chair
Eric Sheckelton, Chairman of the Board PSIA
Jill Imsand, Children's Committee Chair
Christine Baker, Alpine Committee Chair
Bonnie Hickey, Ski School Management Chair
Geoff Unger, Alpine Committee Member

Shannon Griffin appointed Mike Hickey to facilitate the meeting in her absence in accordance with the by laws.

Mike Hickey called the meeting to order at 9:35am.

All board members are present, no proxies needed.

Introductions

Motion to accept joint meeting agenda as written;
Randy moves to accept agenda, Steve seconds.
All in favor none apposed.

Motion to accept Spring Board Meeting Minutes as written;
Craig moves to accept minutes, Randy seconds.
All in favor none apposed

Special Announcements:

- Turi announced Eric Shecklton will be present at the meeting between 1 and 2pm for the discussion topic of the Division Affiliation Agreement.
- Sherrie asked that all cell phones be turned off.

Officers and Staff reports:

President's Report, Shannon Griffin (Appendix A):

No questions

Treasurer's Report, Tony Brown (Appendix B):

No questions

Secretary's Report, Heidi Maier:

Minutes from the 2012 Spring Board Meeting were completed and submitted.

No questions.

National Board Representative, Eliza Kuntz (Appendix C):

-Eliza announced she now feels like she has been involved enough that she really is grasping what it entails to do the job of national board representative. She now hopes to get involved in more projects that national is working on, now that she has a good understanding of whom the players and staff are.

No questions.

Executive Directors, Outgoing-Turi Hetherington (Appendix D):

-Accounting Transfer to National. Overview of the process with national and steps we're going to take to implement. National is going to do both accounts receivable and accounts payable. Payroll will be done once a month instead of twice a month, at the same time as regular monthly financial reports and taxes are done. We'll be starting that January 1st so they'll be doing the December Fall Fest payroll. We decided not to start sooner than that because it's only the EDs that are on payroll, and payroll is pretty simple and that way Meghan can get familiar with the current processes so she knows what is being handed off, and can oversee the process as it's going into the New Year. That way when we hand it over to national she will be able to communicate on those processes.

-Transition between outgoing ED and incoming ED is going smoothly.

Discussion:

Question (Q). Question about the web page, does that mean that we will not have a web page independent anymore, it will just be linked to the PSIA web?-Jill

Answer (A). Good question we will still have our web site it will remain exactly the same psia-nrm.org it would just land someplace else. You'll click on it and it'll look like we have a new website because we're linked to the national stuff. People get confused not knowing we're two separate organizations and they might go to the national site and they're looking for our events or our certification requirements and they can't find it there or they go to our site and they're really living in Pennsylvania or California and they don't realize they're on a division site. So what's going to be beneficial about it is it ties that all together and hopefully removes the confusion and it should be pretty seamless as a transition because nobody will really know or run into problems.-Turi

Q. So they're linked together?-Jill

A. Yes-Turi

Q. Are all divisions doing that?-Christine

A. No, mainly it's the smaller divisions I think that are doing it because I don't think Northern Intermountain or Alaska really had web sites before so they're utilizing this opportunity to do that and some of the other ones have worked hard creating their web sites so they're not going to switch. So no not many other ones are doing it, we just decided to do it because it removes some of the confusion instead of having the two.

We're not losing anything by it we're gaining in that we don't have to have the redundancy we simply link to something else on the national site then it will just tie everything together a little bit more and maybe make it easier for the online renewals and people looking at their transcripts and for registration for events as everything is right there.-Turi

No other discussion.

Executive Director, Incoming-Meghan Larson (Appendix E):

-Looking forward to joining in full time.

No questions.

Alpine Committee Report, Christine Baker (Appendix F):

-Examiners nominated an examiner coach and the committee endorsed that nomination and they are asking the board to approve that as well. There were two applicants: Josh Sphoeler and Tom Marshall. The examiners voted on Josh. Josh will be our second examiner coach that is a three year term, Dave Casto is the other coach currently and this is the last of his three years.

Discussion:

Comment (C). The board does not have to vote on that but they would like approval on that.-

Mike

C. We did have an agenda approval prior, if we need action on this I believe it would fall under New Business.-Randy

Rebuttal (R). When I talked to Turi she said it could be timed within my committee report.-Christine

C. Yes it's a short 10 seconds so if anyone has a headache with this it's endorsed.-Mike

-The Rocky Mountain Division has invited us to send some folks to their Rocky Mountain Fall Training. They did that well last year and both Troy and Emily both went and said they got a lot out of it. One of our Alpine Committee objectives is to make sure that our leadership on the alpine team is involved at the national level as much as possible. We're a small division and it's easy to get too focused inward and it's really important to have some perspective from outside our division. I would like to be able to send some to the National Standards Event then the other three coaches which is now Josh, Dave, and Emily to that Rocky Mountain training. I would like it not to be a cost to them; I believe Dave from Rocky Mountain will not charge us for the event. I would like our travel cost covered.

Discussion:

C. Haven't spoken with Dave the last time I was down there for the SEP meeting he's really excited about having us there and my own personal feeling on this is that it would be very beneficial to go to that event. It's a pretty good exchange and you're going to get a look at some stuff get some different ideas and bring it back and have a lot of things we can work with here. So I think it would be very worthwhile for the division to support that.-Mike

Q. Expected cost?-Tony

A. It just travel expenses I believe, I need to confirm with Dave. Last year they included hotel lift ticket and everything. I just want to make sure the members don't have to pay out of pocket to volunteer their time.-Christine

Q. Shouldn't we talk about this again when we have a good idea of the actuals?-Craig

A. Sure, when I get confirmation from Dave I can send that out.-Christine

C. I think it's a great idea the more exchange we have the better. I think it's an opportunity that we probably we should not pass up.-Tony

Q. I remember something in the material in Rules and Regs about DCE's not being able to volunteer?-Sherrie

A. They're not working; it's their personal choice.-Christine

A. Yes they've just been invited to a training event, very similar to what Jill and I are going through the Northwest.-Steve

Q. What would your feeling be once the information comes to have a board conference call and the final decision on this? Everybody ok with that? Ok we'll just wait for the information. Thanks Christine-Mike

Q. Did you guys have a chance to discuss fitting in a clinic in from Corky over Fall Fest?-Steve

A. I put it on my agenda and it, and I must not have saved it to the current agenda; we did not talk about that at all.-Christine

C. If you want to follow up on that and let me know I'll call Corky.-Steve

Snowboard Committee Report, Trey Theard:

-Snowboard Committee meeting on the 29th of this month in Big Sky at the First Place Pub. Things on our agenda will be: Nailing down who wants to work different events during Fall Fest. We're going to talk about how we want to do our DCE training. Last year we did it early and it didn't really snow so we'll see what happens this year on that level. I want to further define where everybody is on our staff as far as who's moving up and comfortable throwing things at different levels; level two or three. This past spring we had guys lead level threes for the first time and that seemed like it went well. With people getting a lot of new level one's outlying areas like Discovery and Showdown, I'd like to discuss with them about doing a level two prep. Ben Daniel is going to go down at the end of October for the Fall Standards Event.

No questions.

Nordic Committee Report, Stew Chumbley (Appendix G):

Discussion:

C. We're excited about the Nordic Committee, and the upcoming season. Our collaboration with Intermountain seems to be getting stronger. We're going to be doing our DCE training at Jackson Hole. We'll be doing our training in conjunction with Intermountain. The big event is the Intertele Event which is going to be at Snowbird this spring. It's going to be an international telemark event. Stew is going to be attending our Fall Standards Event.-Randy

Q. What's NRM's role as far as working the event in Jackson. Are you just attending and participating or are you leading clinics? I'm looking from a workman's comp and liability perspective?-Turi

A. It's my understanding that we are attending on the same basis that we attend DCE training in NRM. It is not required and we're not being paid.-Randy

Q. Is anyone from this division going to be leading a group?-Mike

A. Not that I am aware of.-Randy

C. In theory it sounds fantastic but we always run into these problems with liability and workman's comp because some people break the rules it makes it hard for those of us that just want to go and get training and do things honestly.-Turi

Q. If someone from NRM did lead a group down there say, and if Intermountain put them on as staff during that time, everything's clean isn't it? They could work as staff for someone else? -Greg

A. Absolutely -Turi

C. The problem would be if they lead as a leader, took the group then they're an issue because they're not under any body of employment. -Tony

C. It would come back to us. -Mike

C. We need to identify who is carrying the liability and who is carrying the workman's comp. -Turi

C. Which is something to be considered by all disciplines, this is different from what Christine was talking about. You would simply be attending training and not leading a group. -Greg

Q. Typically on DCE days here in NRM, and that means are Stew and Tom being paid to conduct those? Say we're having DCE at Big Sky for a two day event, the clinicians that are there were leading groups are being paid? -Randy

A. Yes and no sometimes they are and sometimes they're not. I wish I could give you cut and dry answer. If they submit an expense voucher I pay the expense voucher and they are paid sometimes they do not and so it's as simple as that for the Nordic side. For the alpine and snowboard those leaders are paid because they do submit their expense vouchers and those that are leading it are paid. Those that are attending are volunteering because it is not required and I need a roster of all attendees because that is reported to Montana State Fund and they are covered under workman's compensation as volunteers. We have tapped into that and have to pay a premium on the hours that would work. I keep a log and that's why I need copy of registrations because sometimes there's a confusion as to why do you need a roster when no one is paying. It is really important that I have a roster because I am recoding those hours and we're paying a premium on those hours, assumed hours worked. That's how we're still able to cover people on workman's compensation during those events. -Turi

Q. Workman's comp is complicated and hard to understand, but yet it seems to be a reoccurring topic that we discuss here. I'm still trying to get clear on if somebody submits an expense voucher they get paid. If they don't submit an expense voucher are they then breaking the rules? -Randy

Q. Or are they assumed to be working? -Eliza

A. I think they're assuming that they're paying. They're not submitting because they're donating their funds back. I think that's the way the Nordics think. -Jill
They're covered under work comp as though they were working whether they accept payment or not. Bonnie

Q. That's the volunteer hour premium, not the pay? -Randy

A. Someone who is leading an event whether or not they're accept payment from the division for the event would be covered as an employee not under the volunteer endorsement but as a employee for leading that event. -Bonnie

Q. At the event down in Jackson Hole; Do we need to stipulate who is going to be under the volunteer endorsement such that we know...ok Stew you can lead a group but Randy you can't because you are being covered under the volunteer endorsement and Randy you're not. I'm just trying to get clear because this is going to be a collaborative

event and what I'm concerned about is that we don't go down there and say...oh NRM we can't lead because we have workman's comp issues.-Randy

A. You have three different things you're dealing with here. First off you have it backwards once you determine who's going to be leading the group that person is the person who's covered under volunteer endorsement. It's not the other way around. You have two separate issues one is workman's comp which means everybody that goes to this thing is going to be covered under that. That's one issue. The other issue is if you are doing that and you are doing it for whom, who is covering your liability, that's the bigger issue. If you're down there as a clinician and this is Intermountain's event.-Mike

Q. So if a guy from NRM can't be leading a group that has attendees? Did I get that right?-Randy

A. No I don't think so because liability we have a national policy and if you're working for PSIA doing work for PSIA to PSIA members liability covers that, it's more of the workman's comp that is the grey issue and whether or not somebody is an employee and they're covered as an employee or if they're a volunteer and they're covered under the volunteer endorsement. That's where we need to know to draw the line if someone is a paid employee or a volunteer.-Turi
They can be covered under a different divisions workman's comp if they are on that other divisions payroll.-Meghan

C. The best thing to do would be to talk about this after the meeting so we don't waste more time. -Rand

C. I'm invoking "ELMO" Enough Let's Move On. This is a national thing and anyone can invoke it at any time.-Mike

No other questions.

Children's Committee Report, Jill Imsand (Appendix H):

-Jill will be the representative at the Standards Event.

No questions.

Freestyle Committee Report, Matt Larson (Appendix I):

-We believe we've reached a final draft of the national freestyle standards. Matt will be the NRM representation at the Standards Event. We will be working on the finalized standards draft. Season six of Propark held at Great Divide, and it's free. (Video footage shown of last years Propark.)

No questions.

Break 10:22am

Reconvene 10:30am

Adaptive Committee Report, Diana Proemm, presented by Turi Hetherington

(Appendix J):-Adaptive standards for NRM were submitted. We need thumbs up or down, it is not a formal proposal. A recommendation of go was given.-Looking at bringing in Bill Boness, ex-D team member for clinics this year and working out workman's comp and liability. Liability is a non issue because he's under the PSIA umbrella, but we don't know if he'd be coming as an independent contractor or if we put

him on our payroll. Most likely we would put him on our payroll that's how we did it with Shawn, we put him on our payroll so he was covered under our workman's comp and we'll probably end up doing the same with Bill since he's not a team member this year. The accountant said it's fine to do this. Unless there is a board objection we would like to handle it the same for Bill. No objection was given.
No questions.

Ski School Management Committee, Bonnie Hickey:

-The summer was pretty quiet as the bulk of the work happened through last spring and culminated at spring board meeting with the passing of the proposal to create tiered snowsports school member dues system. This was implemented. Member school fees were \$125 for a tier one member. Tier two is \$515, and tier three is \$700. With each increasing level of membership the school gains one clinician day. We're encouraging Children's and Freestyle for the smaller schools. A combination of clinics with multiple disciplines can be accommodated. We have two schools looking at tier three, 2-4 schools looking at tier one and the rest are probably coming in at the base member ship. This is something that I believe will grow. MSAA meeting is next week.

Discussion:

Q. If we do the tier with the two clinics could it be the CS1?-Geoff

A. No it can't because of the certification.-Jill That's right it doesn't include certification but it could be a level 2 prep. As it stands right now we're saying it's two one day education clinics or one two day level 1 certification. So it is not including childrens. That could potentially change down the road.-Bonnie

C. My biggest interest in paying the larger fee is to have a CS1, to be honest that's why I voted for it.-Geoff

Q. What happened in the spring, what was the reason for not including the Children's?-Bonnie

A. Because it's a credential so it's more involved-Jill That could also be said for a level 1 cert.-Eliza I think maybe the CS1 was singled out because you have to have your L1 before you can do your CS1 and the CS1 there's also the increased cost of correcting the workbook. There is that higher cost involved with it so that's why we left it as the discipline level 1's, but that's hard to separate out children's.-Turi

Q. Could you do an FS1?-Jill

A. Same thing you have to have the L1 first plus the workbook costs.-Turi

Q. Could you just offer it with an increased cost, so you get those clinics and if you want certification It's going to cost you x amount more?-Geoff

A. Basically you'd have to have a per participant add on.-Bonnie

Q. Do we need a proposal in order to amend it?-Bonnie

A. You're talking about a formal proposal, that's not going to happen here but could happen relatively quickly if a proposal came in and it was done through a board vote. This is going to morph in a short period of time into what is's going to become so what you're talking about now is something that's going to start to find their way into it and you're going to work the details out about that. You're both on track, given the proposal went in and the short time to get this thing out and advertised to everybody and what's going on I think you'd be creating more

of a problem then you'd be creating a worthwhile thing at this point. This is certainly something to keep ready and look at through the winter and when you see the bugs in it do another proposal in the spring that takes care of those and just keep moving with that.-Mike

Q. When we get our applications back from somebody who wants to be in a higher tier and wants a Children's it's going to be trainers responsibility to tell them that's no included?-Meghan

A. It's only what's in that proposal is what you've got. Unless you can get them to write a new one, get it to the board and get them to pass the change.-Mike
Which sounds like that's what the schools want since Geoff is here.-Turi

Q. Would this be a program that would be beneficial to your school if it was just for the L1's?-Sherrie

A. I have people that would be used to do in house L1s. That's why I want a CS1.-Geoff

Q. We have the packet ready to go out to the directors but we could amend that easily and quickly if this week Jill, and Matt you can give me per participant cost should be. I'll put the proposal together and get it to the board by the end of the week and we will still be within our timeline for getting the mailing out.-Bonnie

A. Right no adjustment would be needed for the packet because as of right now it's not in there that we have restrictions on certs. If the proposal passed nothing would change in terms of what we've put together.-Meghan

Q. How much is an Alpine 1, how much is a 3rd tier membership and how much of that is going toward the L1?-Jill

A. A tier 1 is \$125. Tier 3 is \$700. -Bonnie

Q. What's going to Alpine 1 and what's going toward actual member dues?-Eliza

A. In a Tier 3 \$45 goes to national dues, \$85 goes to NRM plus Train the Trainers and the two day clinic is \$575. So \$575 goes toward the ed event.-Turi

Q. How many people are allowed to attend the certification?-Jill

A. We go up to 10 for the L1. We try to keep it at 8.-Turi

C. When I sat down with Karl and we were looking at this whole tiered membership thing. I asked what makes someplace like Mammoth give a hoot about this considering what they have for a staff. They said it's perfect because we take our training staff and we pull somebody from somewhere else to work with our training staff. A Big Sky, Bridger, or a YC guess what you grab someone from someplace else that comes in to work with your people to give them a different mind set a different outlook than you'd normally get working amongst yourselves. It's the same reason we pull team members in. Don't try to limit this kind of a program, use it.-Mike

R. To me that tier 3 to be able to figure out how to get a certification or a CS for example is a way to write it into my budget as a requirement. If I just put the CS in there it's not required that may get cut out. -Geoff

R. It's something that as a ski school manager you can put in your pocket and know you have it.-Bonnie

C. By early next week I'll have the proposal out to the board and we'll get it to include the Children's and Freestyle. With an added per participant rate if we find out that's necessary and I'll include that information in the mailer that goes out with the member forms to the directors.

Q. We just upped the rate for clinician per day, can you give me how much that is?-Jill
A. The 8 hours at the hourly rate comes to \$61.20 plus \$90 per diem and .33 per mile if they're driving individually and .35 per mile carpool.-Turi

C. Meghan has updated that menu of clinics to choose from. Ski school management committee at Fall Fest bringing in Nick which is a great opportunity for the other schools.-Turi

R. Many other ski school managers don't attend Fall Fest themselves, and haven't had opportunity to work with team members. Nick brings a wealth of knowledge and experience in what we do and also his unbridled enthusiasm. Bringing him into our fall meeting I thought would be a fun way to hear what's happening on a National level as well as his approach to different topics.-Bonnie

C. I want to acknowledge all the work you've been doing on this. This structure that your committee has put together is great it incentivizes a tiered structure which is awesome.-Randy

Newsletter and Web

-Covered unless there are other questions.-Turi

No questions.

Proposals

Section 26 (Appendix K)

C. The main change you will notice is in the section for education credit requirements we added the word "and waivers" after that because we are addressing waivers so 26.2 says educational requirements and waivers. Then underneath that on page 3 it was saying that 26.2.8 failure to meet education credit requirements that all stayed the same what was struck was the sentence about reinstatement will not be made until these credit requirements are made. That was taken out because we are not talking about reinstatement in that section. We're talking about required ed credits.

Q. 26.2.8 was moved to 26.2.9?-Randy

A. Nothing was moved from there were two sentences taken out and then the word waiver added in.-Turi

C. It will help the process for the member as well because it can be done more expediently. In the traditional going to the committee then getting the vote, I just think this stream lines and it will help you as well. I think that's a good thing.-Greg

R. This is the time we're addressing a lot of it as the season comes and people want to get back into it. We get a lot of reinstatement calls this time of year this is when we refer to it.-Turi

Rany motions to approve.

Greg seconds

No other discussion

All in favor none opposed.

Proposal passes.

Old Business

Education Foundation Scholarships, Meghan Larson

-We have two different sources of money coming in YC grant for \$5,000 for small member schools and we also have some money for individual scholarships. We decided for the YC grant that we're going to create a package option \$550 that the schools can apply for and they have to be members and it's going to be a reimbursement it can only be used for ed clinics and not certification. They'll pay up front and we'll reimburse them after the ed clinic has taken place. We'll be sending that information out with the school member application packets Oct 1st and the deadline for the applications for the YC grant is going to be Jan. 7th. Individual scholarships application process is the same we are putting in two deadlines one of Dec. 1st and a second one of Feb 15th contingent on leftover funds. Any money left over from the YC grant will rollover into that General Ed fund to be utilized if we have any left.

Discussion:

C. The nine small schools are Discovery, Showdown, Maverick, Blacktail, Snow Bowl, Terry Peak, Mystic Minor, and Sleeping Giant.-Tony

C. We talked about being cautious as not to upset the tiered membership, but after hearing Bonnie and the discussion we just had maybe it's worth us sitting down again and looking at it again. If I'm opening up my packet I'm not going to 3 or even 2 if I can go get this money from the YC grant and I think we want to be careful not to sway them from not moving up a tier. It's sending a mixed message. -Eliza

R. This scholarship would be only going to schools that could not afford a tier 3 anyway.-Meghan

Q. Could they use this scholarship money to pay to be part of tier 3?-Heidi

A. It says educational and we are referring to it as a credit.-Eliza

Q. What was utilized to define a small school and what's not?-Bonnie

A. I believe it was small schools were considered mountains that did not have on staff trainers.-Eliza

C. It's not even a base so when we make comments that this school can or cannot afford to do tier 1 2 or 3. We're not talking about their income we're talking about their staffing. This is a huge discussion.-Bonnie

R. I was thinking of the tiered system in a different light. I was thinking of it as the smaller school without the resources would actually be interested in the higher tier.-Eliza

Q. Could we do something as simple as; you don't get the notification of the scholarship portion of this until after you have paid your dues and then that becomes part of a packet they receive as other options available for them.-Sherrie

A. They have to be a member before they can use it anyway. Once you get a membership then you get this. What's going on with the tiered membership and all that stuff but there is no way in one weeks time you can take and fix that without having to make adjustments on everything else that has to do with ski schools, education, and paying for anything so it's not going to be that simple. What I suggest is that you give yourself some time; you know it's going to change but you don't know into what. We're going to have to work together.-Mike

Q. Can someone tell me the way the grant was actually written?-Greg

A. Goes towards instructors at small mountains across the region providing them with necessary tools to do their job. Project description is; Funds would be used to offset the cost of training and certification events at small mountains across the

region. These areas include...there's the list. Providing training to these areas supports the personal and professional development of their snow sports instructors.-Mike

C. This is more directed toward the members of that ski school. This is aimed at individuals of those ski schools to give them an opportunity, and the tier is for the ski school as an organization.-Greg

R. As we looked at the dispersal of the funds from YC, we looked at the most opportunity for the money spent, that's where the \$575 came from. We took nine schools divided the \$5,000 and said that's the dollar amount. If all nine schools say yes they get the money to spend to bring someone into that ski school which means you probably get to hit 8 or 10 people as opposed to x number of dollars for individuals to go someplace else.-Mike

Q. The grant is not an exchange of money hand to hand is it? It's more a philosophical thing where the money is going to NRM to offset the cost. The school gets the money, they're not getting a check for \$500 which then maybe used to pay, or are they?-Bonnie

A. They could it depends on how we set it up. What Greg is saying is an option of giving a school a credit voucher they have \$555 they can use it for their members. If they want to send someone to Fall Fest for AC training they can use a portion of this for the individual of the school. Or what was discussed is keeping it at a school level of bringing someone in so then they have \$555 taken off the price of that clinic. It depends on how it is structured but it is an actual exchange of dollars because we receive the money and we need to give it out to those schools. It could go to individuals or to the school as a reduction of the cost of the clinic.-Turi

Q. Do they have to use an NRM person for that education or are they open to using either someone from another division, national, or from guest service etc?-Christine

A. That goes beyond the scope of the grant and what was discussed. The grant as interpreted is for NRM because the money was given to us to educate members within our division at these small schools.-Turi

C. I can shed some light on this, having talked to the lady that gives the grants. Basically we gave a specific example of how there was an instructor that ended up working at the Yellowstone Club they got a grant to go to CS1, went got the CS1 and wound up working part time at the Yellowstone Club and how that grant affected us directly. The idea behind this entire pool is how to expand that pool in our area so hopefully some day it'll come back to help us again. My idea was to improve the entire community at the instructor level, and that's how it was pitched and went from \$1,500 to \$5,000.-Geoff

C. We can maybe get away from the confusion with school dues if we don't apply the full amount to a school but rather it's a voucher for an individual within the school to attend NRM events, the school decides how they'd like to utilize it. It seems like that's a way we could really separate it.-Turi

R. It gives the added incentive above the tier education for their staff.-Bonnie

Q. Can we allocate those funds to the schools, and have them allocate the funds to the instructors?-Ton

A. I'm sure we can figure out a way to do that with some kind of a voucher.-Turi

C. As Michael says this is something new and it's going to take momentum to get going but I think it's great. If all these schools were to sign up for your tier 1 and then they all got a clinic. I almost guarantee you they'll sign up for that next tier.-Eliza

Q. Do we still want to have an ex-com to go through this?-Michael

A. I would like it if ex-com could meet over lunch so we're not hanging out for the next hour and 45 mins-Christine

Q. I have a question about the Education Fund not just the YCCF grant. What are the rules as far as what they're allowed to do, does it need to stay within NRM still? Can someone apply to go to national academy or something like that? Other people have tried but been declined and the reason was the information didn't come back into NRM.-Jill

A. Ex-Comm needs to clarify this, it wasn't thought up in the meeting this morning.-Turi

C. This would be a great way for educational leaders to continue their education. National Academy is very expensive compared to divisional clinics. This would be a great way for those bringing information back to the division.

R. On the flip side of that to paint the full spectrum. Our ed staff gets a lot of training already. We pay the premium on workman's comp but they actually don't provide clinics or they're actually in training more than they are working. That's the other spectrum that we already provide a lot of training so why would we be giving a scholarship to ed staff.

C.I don't think it is because you get to choose these people specifically so you know those people who aren't working very much and you also know the people that work a lot and their ability to develop. I would encourage you to keep it open to those people and if the person does give back a lot there is a ripple effect.-Christine

R. I like that you said make a recommendation because there are not a lot of rules, and it's fair to say there's a committee that's been tasked to do a lot with this money and depending on what time the committee is looking at it, it could be one person or it could be twenty. There are a lot of factors that we are looking at and we need to decide amongst ourselves where we as a committee decide where this money will be best spent. It's not always because a person wants to go here or there, there are a lot of different factors in that.

C. Sometimes it makes it more difficult to actually run something the more you put rules to it. There are occasions, and this may be one of them, where you want to leave it open a bit so you can have that judgment call.-Mike

R. I agree with what you said but I also think it's important that when committees are appointed and tasked with processes they're given a certain amount of time to make those decisions. Committees put hard work into a recommendation then someone says wait a minute we'd like to reconsider for different reasons, a couple of things happen. One is that committee members feel the work they've done has been marginalized or my request is to be sensitive when committees are appointed and asked to do work and come up with recommendations that those recommendations are given the importance they deserve.-Randy

C. I think they should keep the rules open. Things inside and even outside of PSIA can be really usefully. When you're answering maybe you can say you didn't get this

scholarship because we've selected other people. I think that would be a good way of keeping people from asking why.-Jill

Q. We'll kick this down the road until noon, then make a decision? -Tony

A. Correct-Mike

Liason Program status, Tony

-There was not a lot of discussion. There was some discussion I had with Turi and Meghan and Heidi that related back to area trainers and those people making the effort to locate people that would be excellent liaisons for NMR. Those people are on the ground and dealing with individuals and tasking people that are doing the training to identify individuals they think would be good liaisons for our division is the most efficient way of determining candidates.

Discussion:

C. There was a discussion during ex-com this morning in regards to scholarships where they were going and who as getting them and that was tasking who goes to these areas to keep an eye out for talent. It as being viewed that Area Clinician group is starting to draw people out of the DCE pool which is going to happen for a while. That is going to reverse itself, it'll go back the other way but it would be nice for those people going to those areas to look for people that they can mentor toward DCE program and coming in as Its.-Mike

R. Discipline chairs need to be aware of the people they 're sending and ask people when they go out to come back with names either as liaisons or as DCE, Area Trainers etc.-Tony

C. You're going to have to have somebody that can not only engage on an on snow level but on a personal level and be able to identify talent.-Mike

No further discussion

Move to discuss Fall Fest first for all of the chairs.

New Business

Fall Fest, Turi

Overview:

-Similar to the last two years we're following the three day format. Introducing a new alpine core which will be a teaching core. We also have additional race clinic electives, many electives will be similar to last year and depending on the conditions. It will be put in the data base and inserted in the newsletter this week and the goal is to have online registration live Oct. 1st. We're aiming for 140-150 participants. Marketing it out to other divisions and Boyne sister resorts. One of the great perks is the frequent skier card to all participants that stayed 3 or more nights in lodging. A cool thing with that is NW division is holding an event at the end of the season at Big Sky so anyone that comes and stays in the Huntly get a frequent ski card and skis free at the end of the season. Team members this winter are Nick Herrin, Robin Barnes, and Eric Lipton. Friday night will be a team presentation; Saturday will be silent auction and awards. Spread the word about award nominations with the deadline of Nov. 7th.

Discussion:

C. Special thanks to Steve for the plaques they're super nice.-Greg

Q. Do you need a PA?-Randy

A. Probably then we can avoid the expense of using big sky's. We'll keep you in the loop as we go through the discussions on that.-Turi

Q. Is there going to be a BOD meeting involved as part of Fall Fest?-Randy

A. We've tried in the past and it is really hard to come up with a time.-Turi

Q. Is the boot fitter going to be there?-Tony

A. Yes-Turi

Q. What is the official policy for BOD participation at Fall Fest? Is there one, as far as costs and fees?-Randy

A. Board members get a free event after one year of being on the board. But we'd like the board to attend the meet and greet at Chets because that's an opportunity for you to meet with the members and for them to put names and faces together.-Turi

Q. Late registration could be an issue if we get big turn out from Central and NW divisions due to the Frequent Sky Card?-Tony

A. The only issue we'd run into with large numbers is if we have don't have a large enough staff, and it looks like we do because alpine staff has grown and snowboard we haven't had a huge turnout.-Turi

C. We still have in NRM a marketing committee that should have a chair at its head and it's not had anyone there for sometime, and it has been a headache prior to that. It only came to mind when we're talking about going outside this division. It would be good for the board to start thinking about what to do with that. Starting to look at filling that chair and giving them some direction and reason to do something.

Q. In regard to DCE payment for the half days, it was pretty simple last year when it was just six hour days and the core was 9-12 and the afternoon is 1-4. Now we pay DCE for 9 hour days so when national is processing payroll and recording it on the new expense vouchers will DCE be recording 3 hours of work or 4 hours of work since the half day is now 4.-Turi

A. It's still 4 hours because we don't show up at 9 o'clock ready to go.-Mike

C. Expense vouchers will be coded according to the discipline so this would be a multi discipline event. -Turi

R. You may also want to put half day and full day, that way you know how many hours they've worked.-Christine

Q. Is there anyway we can have more flexibility in regard to registration? Last year there were some Nordic clinics without sufficient sign ups by 2 weeks before the event so they were cancelled, and with early season snow people wanted to sign up.

C. If you open that can of worms for the Nordic you have to open it for everybody.-Mike

R. On the alpine side it would be a challenge because of scheduling staff. On the Nordic side you probably have a lot more flexibility. -Christine

C. I understand that, but on the flip side on the Alpine and Nordic are two different ends of the spectrum.-Randy

R. We understand but the problem you're going to run into from administration and staffing is that we can't just do it for Nordic.-Mike

Q. Is there an example you can give me because I don't recall canceling a Nordic event then having enough participants to make it a go?-Turi

- A. It wasn't specifically enough people didn't show up for an event that was cancelled two weeks before. The issue I'm talking about is we get up to two weeks before the event; the event was removed from the calendar because there wasn't sufficient enrolment two weeks before. There was possibility for someone to get on the computer and go oh it's snowing and there's an event...but they can't see it because it's off the calendar.-Randy
- C. We've been making an effort within the last two or three years to set some standards and have raised the bar for our members and if you want to be a pro there are things that go along with it. I think that dropping the standard isn't going to facilitate change in the behavior.-Bonnie
- R. Administratively it is a headache to do it within the two weeks, because of information that needs to go out to the clinician and participant in regards to the event.-Turi
- C. You don't want to encourage people to wait for the last minute. You want to snag them and get them locked in.-Craig
- No further discussion

NW Spring Event at Big Sky, Mike

Overview:

-April 12-14, this is an event that is being sponsored by Intermountain and Northwest and it travels. We can participate in that with them but they are running it. They may need clinicians but we don't know yet.

Discussion:

C. They do not know what they need from us in terms of clinicians.-Christine

R. I know last year at Sun Valley right up to the last minute they didn't know if they're going to need people from other divisions or not so that'll probably be the case again this time. As far as the Fall Fest tie in they've already discussed it, it's the frequent Sky Card. Again here's the marketing thing.-Mike

No other discussion.

Break for lunch 12:03

Reconvene 1:05

Division Affiliation Agreement, Mike

Overview:

-Introduction of Eric. We're going to take a vote and say yes or no that NRM wants to support this agreement and sign it. If you read this you'll be hard pressed to find anything in there that's going to change how we as a division do anything. It really is not going to change life at all for NRM, it'll clarify some things and put us on the same page of everyone else that signs it but it really won't affect us but to finally have an agreement in place between National and the Divisions about how we operate, who's responsibilities are who's simple as that. -Michael

Discussions:

C. This is still a draft. The intent behind the agreement was to organize the way we work now, unfortunately some that are having a hard time with it now actually felt like the intent of the agreement was to completely restructure and design a new way of

working, that's now what it was about. Those folks intended to actually see a complete change of control in various ways. This agreement is written based on the way we've operated for years and the agreements that are already in place. There is history here, there is a 1986 agreement between the divisions and National. National who owns PSIA who owns AASI owns Go with a Pro, owns those entire names license each division to use them back in 1986 with some restrictions. Those documents as they so often do in non profit associations got lost and forgotten, now as we go through this process and some folks are having trouble recognizing that. When you read through this it's legal. I am here to answer concerns and questions. Right now there are negotiations going on between Central and National and West and National. Alaska has already signed on and said they'll support this agreement or a similar agreement. Central from my understanding has made the same claim verbally. We're hoping that Northern Intermountain and Northern Rocky will come along as well. As soon as 5 divisions have signed it, a majority of the divisions have signed on that in affect becomes the agreement, the other divisions that have chosen to delay and not be a party to negotiations will have to agree with the agreement that is settled upon at that time. As Michael indicated our hope is that this happens by October.

Q. One of the biggest issues for me is the standardization of certifications and educational standards. Is that purposely not addressed in this operations agreement or is it forthcoming, or is it in here and I'm just not seeing it?-Randy

A. It is to some extent. The way this process started, the nine division presidents and I started with calls that someone was leading, that fell apart almost immediately. Then we had division presidents leading it. The division presidents decided what they wanted first was for a division president who also happens to be a lawyer to write the first agreement. That was written pretty skewed in one direction, but it changed a lot on how we do things. So this agreement was our attorney's response to that using his template, so it is in here. It may not be as clear as you'd like. Look at 2.25.12 page 4. The hard part some divisions are having is that National standards does truly mean that the national association has approved them, that is the key. There is one standard, there are not multiple standards. National does not want to get into the business of dictating how an exam, how a division administers an exam. We purposely left that out of the agreement. The SEP is dealing with that, and that is a clarification that has to be continued. The SEP is not nationally driven, it's divisionally driven and we're just facilitating the conversation.-Eric

Q. The SEP is more about the standardization of exams etc and this just stipulates the outcome which is that we have a set of National standards that are approved by National and whether you choose to use those or not as an affiliate is up to you, and this agreement is not saying that you have to use those?-Randy

A. No this affiliation agreement says you will use the National Standards in any education or certification you do will be consistent with those standards. There is a clause in there, but you are not dictated in how you go about examining to those standards.-Eric

C. The other thing too. This was something we talked about at the SEP meeting in June. When you're talking about the National Standards you're talking about the bar for National standards. If you get back here and decide you want to add something to it on

the Alpine side that makes it a little bit more than that more power to you. Everyone must adhere to the National Standard 2.2.9 beyond that you can get better, but you cannot get worse, and you're held accountable for that.-Michael

R. To me when I read that it seems there's a decision in there by the affiliate when it says the affiliate has the choice in there. Instead of just the affiliate shall provide, as soon as you put the right in there it should like there's some type of option in there for the affiliate to choose out.-Randy

Q. Well isn't there?-Tony

A. But they would be in violation of the agreement. They can choose to violate the agreement.-Craig

C. I hear what you're saying Randy and I'm going to take that feedback back. I think that the options there are if you're going to do certification training and examination it's going to be pursuing the National Standards. You don't have to provide certification training and examinations. That division may decide that don't do exams.-Eric

R. Like I said that's legalese. In other words what you're saying when you interpret that paragraph is; you have the option to either provide training and certifications or not, but if you do you have to do them in accordance to National Standards.-Randy

A. Yes that is correct.-Eric

Q. I want to play devil's advocate. If we didn't sign this agreement and it passed with enough other divisional approval what does that mean to us?-Greg

A. This is the reality. Once this is the agreement and it is finalized and five divisions, the majority have signed on then if you're not an affiliate you lose the ability to do an exam, you lose the ability to use the pin, name etc.-Eric

Q. So you're telling me if Rocky did not sign this agreement they'd be out?-Greg

A. Yes but we would not lose all of their members. If a division decides not to sign on, you're still a national member, and we're still going to service you. When you call for an exam we'll try to set one up for you. They'll just stop paying their divisional dues is what they'll do.-Eric

Q. What you're saying is National holds all the chips?-Greg

A. When you say National holds all the chips yes and no. The thing that the president's counsel can't get through their head for whatever reason is that it is not an either or. There are benefits to both. There is defiantly a divisional benefit for someone to be a member of a division. There is also a huge benefit a different set of benefits to being a member of National, if they can get past the idea that one is supposed to be the dominate over the other this conversation wouldn't be taking place. Some people want to have the controlling factor and that's what's causing the conflict, thus yes National is in the drivers seat in a sense because yes I can be a National member I'm still going to get the vast majority of stuff that I get now.-Michael

C. It will be a disservice to their members because things won't necessarily be as clean.-Bonnie

R. The problem with this discussion is it has gone past member value to ego. It has lost the focus of the member in a lot of those discussions.-Eric

Q. This is a document in draft, and we may be signing it now?-Greg

- A. My goal is that after this conversation and after your meeting today you may express a willingness to support this agreement or something similar because it is still negotiable. What we're trying to do is build consensus around this thing is ok and we can support it.-Eric
- Q. Would we sign that?-Greg
- A. We would hope that any divisions that are ready when we're all together in October we can have an official signing ceremony.-Eric
- Q. What we would need to do today is just to say we support this document?-Greg
- A. Yes that is one thing you can do if you feel comfortable with that.-Eric
- Q. Who's making the final vote is it the presidents counsel is that where the final decision is made?-Turi
- A. No this is division to National. This is each division.-Eric
- Q. Ok when you say in October I didn't know is it a group of people in a room and you raise your hand yes you raise your hand no. How is the actual vote?-Turi
- A. For instance our Attorney and Centrals attorney are talking directly. If a division felt like they wanted to have council they can have it. However a division wants to go through that process and they feel comfortable with it and they say they're ready they can sign off on it. What we're hoping to do in October is have an official signing.-Eric
- Q. So NRM has between now and October 25th to decide upon it?-Turi
- A. Sure. If somebody wants to have a specific conversation with our legal counsel to go over language we can certainly arrange that but all we request is that any concerns be in writing so our counsel is trying to keep the legal bill down so they can be ready ahead of time.-Eric
- Q. So if we do sign this, it doesn't change any of our day to day business does it?-Steve
- A. The only thing that it does that I think could change some of the day to day business. Having sat in the divisional chair there were so many times where I just went off and did something and thought about asking whether I should be doing it later, and now this is pretty clear, everything should be in line with our mission. The one thing that could change is you should have a conversation ahead of time instead of the old ask for forgiveness in stead of permission.-Eric
- Q. Our process of coaching candidates is still up to the individual division?-Steve
- A. Yes. -Eric
- C. Well I don't see why anyone would have a problem with that.-Steve
- R. It boils down to two things. There was a sense that National was going to do events, we made it clear in that clause that without written permission of the division we will not put on divisional events. The other one is the fact that a division needs to follow the National by laws. Day to day there is no change, it is just memorializing the way we have always done things.-Eric
- Q. Anything that I have ever heard throughout my time with this division and with National is just that, why is National trying to micro manage? I have never really seen that as the case, and hearing your information how do I take that to the naysayers that are saying those kinds of things? National is taking too much control of us as a small division; National is not allowing us to service our membership's needs. So what's my ammunition to go back to those people?-Steve

A. The same ammunition I'm using against presidents. It's about time you start talking about specifics, if someone's going to make a claim it's time to put an example there. As you said you hear that but you've witnessed little of that.

These things have been said, but there isn't a lot of meat behind it. -Eric

C. Steve I appreciate you wanting to take accurate information and disseminating it outward and I would ask everyone that has contacts elsewhere be willing to step up and make sure dialogs they're apart of remain accurate, because of the emotional toll that this has take on a lot of people. Really it was for no reason because it's all talk.-Bonnie

Q. Would National be in charge of making sure the standards were upheld or would that be up to each individual division? -Jill

A. That's a good point and this had to be written softly. 2.1.4 of the agreement says that National must silicate information from all affiliates, so that's what the SEP is all about how are we going to make sure that this is consistently applied all over the country. Once that is determined that will be adopted nationally and that will become law.-Eric

Q. Is that going to be part of the process then at the fall event talking about how they're going to police that?-Jill

A. That's probably premature. We have to get down what we're trying to do first then we'll get to how we're going to do it. This is all very touchy and we have to take baby steps.-Eric

C. The October meeting is essentially going to be to make sure that everybody from all divisions and all the disciplines is on the same page as to what those standards are how to take them home and what you can build on. I would say time frame wise run through this winter so changes can be made by next spring, and then the following year there it is in place. Once you have it in place then you've got something to police. Right now it really isn't going to be there.-Mike

Q. Are those the kind of things we should just stick to what we're doing now?-Jill

A. I would say stand still.-Eric

C. A lot of the issue we're facing is the control of information and something that I have committed to over the next year is somehow helping our National structure realize that we have the ability to reach our members directly which we haven't utilized. We're going to commit to sharing our side of the story a little bit better, hopefully that'll start alleviating some of these things.-Eric

R. What will help Eric in his task going forward for the next year is NRM and some other divisions are good at getting things out to their members and it's not just because of the size. They make sure they speak to their membership about what things are and where things are going, you talk to people when you're with them and some of the divisions are not like that, so you speak from a board level but you're on the hill with them. It's a situation where if I can give you the right information you're going to come up with right response. If I give you all of the information I'm probably not going to get the response I want, and that goes on out there.-Michael

Q. Eric if you had a desired outcome from this meeting what would that be?-Randy

A. I would love, I would dance a jig tonight if I saw a resolution that NRM supports the current draft or some similar agreement without significant change, that alone would knock three off the list so we can focus some efforts on the others.-Eric

C. I want to make a motion: I move that the PSIA NRM board of directors take a leadership role and officially support the draft of the ASEA affiliation agreement as presented by Eric Shecklton.

R. Sherrie Seconds

Discussion:

C. First of all let's back up, if we're going to do something like this we're going to do it legally.-Michael

Q. What does that mean?-Randy

A. We'll do this and the board can vote on this but are you making it as a recommendation? Are you looking for a formal proposal on this or just a vote of confidence?-Michael

A. I was just looking for a resolution, and the resolution I'm looking for is for the board to formally support the draft. Let me read it again I move that the PSIA NRM board of directors take a leadership role and officially support the draft of the ASEA affiliation agreement as presented by Eric Shecklton.-Randy

C. Let's go through this like we should procedure wise. So it's been called is there any further discussion on this motion?-Michael

Discussion:

Q. If we approve this what are the potential ramifications? What if we see another revised draft that we don't like?-Tony

A. Well then I think we have the opportunity to either support it or not support it.-Randy

Q. Is that true?-Tony

A. Yes. It's a draft which means that it's subject to change. I have been a member of PSIA for a long time. I think personally if there is one division nationally that needs to support Eric it's his own division, and if we can get behind him and support him that is going to facilitate and move this along. I concur with what Bonnie and Eric had to say this process is amazing, filled with passion and desire. I want to get the thing done and that sort of stuff muddies the water and it doesn't contribute to what's best for our division and National as a whole. I see this agreement as housekeeping. Now it's about starting to run this thing as a business.-Randy

C. I would agree if you changed the motion to without any significant changes.-Greg

C. Add this barring any significant changes and upon review by the NRM board.-Michael

R. I don't agree with that and here's why. It's like we're leaving the back door open about supporting the agreement as it sits today.-Randy

C. I disagree with that, what it's stating is that we need to do our due diligence as a board to make sure that it meets the criteria that we deem necessary.-Tony

Q. What we want to make sure of in the motion is that we get another opportunity to review this agreement?-Randy

A. If there is any change in that agreement it is the due diligence process of this board to look at those changes in that agreement but if you do this the way you originally said it he could change it you don't see it and the next thing you know you got it because you signed onto it.-Michael

C. The way I'm looking at it is we're not signing it.-Randy

R. That's not the point. You're making a resolution and that's why I asked the original question. I wasn't challenging the fact that you were doing a resolution but if all you're doing is saying yes we support this he can go back to National now and say we've got the support but we just need to keep them informed, no big deal. You make this a resolution that is binding upon this board with us toward him and to leave that door open is not doing the job right that I can see for any board, not just this one.-Michael

C. I would rather revise my motion to say that PSIA-NRM reserves the right to review and approve the final form of the agreement-Randy

R. Redo the whole thing from the start.-Greg

C. It's not a question of trust we just want to make sure we're covered.-Michael

R. I have a revised motion; I move that the PSIA-NRM board of directors take a leadership role and officially support the draft of the ASEA Affiliation Agreement barring any significant changes as presented by Eric Shecklton. PSIA-NRM reserves the right to review and approve subsequent drafts of the agreement.-Randy

C. Any further discussion? You cannot vote on the second resolution until you table the first point of order.-Michael

Greg moves to table the 1st original resolution.

Steve seconds.

The original resolution has been tabled.

I move that the PSIA-NRM board of directors take a leadership role and officially support the draft of the ASEA Affiliation Agreement barring any significant changes as presented by Eric Shecklton. The PSIA-NRM board of directors reserves the right to review and approve subsequent drafts of the agreement.-Randy

Sherrie seconds.

No discussion

All in favor none opposed.

Eric Jigs!

Break 1:59

Reconvene 2:07

YCCF Information, Turi

-I have great news in regarding the Yellowstone Club Community Foundation Scholarship that we have been trying to work out. I asked Geoff if there was a way to expand it to all members, he contacted the director of YCCF and she said that she believes in PSIA and would like to see the grant benefit areas including Big Sky, Moonlight, and Yellowstone Club. It is up to us to use the money where we deem fit. We don't have to specify who it goes to we can put all the funds in the Education Foundation.

Discussion:

- Q. Does that include if someone applies for scholarship for National Academy or something other than ski related? -Heidi
- A. It should -Michael I think it would be addressed on a case by case basis on what scholarships come in and what the fund availability is, with sticking with the same application deadlines. -Turi
- Q. On your list of newsletter things was scholarship information on there? -Eliza
- A. It was but I may not have verbalized it. -Turi
- C. We need to make sure the people who are getting the scholarships know where the money came from and I think that it would not be too much to ask for a thank you from the individuals who do receive those funds. -Tony
- Q. Are you talking about a hand written thank you card? -Randy
- A. Anything just an acknowledgement that the money was given and had done something well for their well being as an instructor. -Tony We could also keep track on our end so when we're thanking them on behalf of the EF. -Eliza
- C. I think it is the least we can ask for from our membership. -Tony
- R. Where this is coming from is the head of the YCCF and their board love to hear heart felt stories coming from the members so they know where their money is going towards. That way they can go to their benefactors and ask for more money for NRM. -Heidi

New Business

Annual Budget Review Process, Randy

Overview:

-I asked for this beyond the agenda because I feel as the board one of the most important tasks is to be financially responsible for the division. As a new member of the board of directors my experience last spring was that I felt that not only did I not have sufficient time to review the budget but I didn't feel could work direct with it either the entire way it went down. I think that it would have been helpful to have the 11-12 actuals prior to the new budget, that process I know nothing about. I would also like to see the budget be prepared and discussed at the meeting when we're face to face. I'm not sure that a conference call or e mails provides enough to the process. As you know Beamer and I were on a committee to look at the dues and fees increase that we had proposed to cover the clinician hours increase and the increase in clinician pay and one of our concerns was that we recommended raising the dues by a dollar or raising the event fee by 5 dollars. Our concern was that if both of those were implemented at once it would have a significant impact on membership. In conclusion I feel strongly that the budget should be prepared and distributed to the board prior to the next board meeting. I also like to see the actuals completed before the approval process. As part of the next budget discussion I would like to see the board of directors direct the executive director to quantify the impact to the NRM membership due to the increase in the dues.

Discussion:

C. First of all NRM has one office employee so I'll speak from a historical standpoint first then where we're at then moving forward. When I started the budget was primarily prepared by the ED rather than the chairs. It was supposed to be the chairs but they often didn't submit them so the ED pieced it together the best they could. The I tried to get the

chairs to submit them. The chairs have been good about it and I would take what I got from the chairs plug it in and go with it. This is just one ball out of all the balls the ED has to juggle. We don't have an accounting department, membership services department, an events planning department, it's all one and so it has to be balanced out with all of the other duties of the ED. We do the best we can with the time we have and the resources we have available. Plugging in actuals may or may not have happened in the past dependant on how much time the ED had. I added it in because I wanted to grasp what was this budget, where it's at, and what does this all mean so I started plugging some information in there and provided it when I could but there were a lot of other things going on. It makes sense that you would think the ED would have all of that stuff but it depends on when we're given the information and how we get it. I think it is not unrealistic to request that because it's something the board would want to work with. What is difficult is looking at the resources and the time of that one person and what they have available. That is why we've looked at transferring our accounting to the national office. That way someone who does accounting everyday and knows that stuff can do it. So moving forward I think it might be a more realistic thing to request but I don't think it's fair to say I didn't provide what you needed and I failed in that area because I didn't have the tools in numbers and time to do it.-Turi

R. I'm trying to look at the process as objectively as possible and what I'm presenting and I think you said it is that the BOD needs to decide how important this is. I am not critiquing your performance it's not about that.-Randy

C. I didn't hear that at all, is because we've been talking about ex-comms role is in preparing the budget. Whether that's review or helping to put it together. Another thing to consider is the timing of meetings in order to have information that is useful at that time. Finally what can national help us do?-Elize

C. Typically what you would get in order to obtain the information that Randy is looking for would be certain individuals that would provide the information to an ex-com and they can review that stuff and by the time the board meeting would come around the basics of all of that would have been done. We have not had that option. We may have an option in the future that's thanks to our work with National.-Michael

R. Great I think that's what Randy's point is we need to start the process.-Craig

Q. Will National be doing quarterlies?-Tony

A. They will be doing monthly reports, quarterly reports, and the annual reports.-Turi

Q. So we will be able to track those?-Tony

A. We will need to let them know what reports you want.-Turi

C. Understand also that this in any other business proposition, the more you ask for the more you pay for.-Michael

R. The most feasible way to do it would be on a monthly basis because at the start of each month is when the previous month is going to be processed so if you want a report from those numbers then that's when it would work.-Turi

C. I don't think a monthly is critical I think we need quarterlies. -Tony

No other discussion

Spring Elections, Michael

Overview:

3 positions on the board are coming up for election, and we also need to fill the secretary position. We need to make sure we are encouraging people who are well informed and proactive.

Date time and location of next meeting.

Date is set at June 1st, 2013 at 9am.

Location to be announced.

Michael moves to adjourn meeting.

Steve Seconds

All in favor none apposed.

Appendix A

PSIA/AASI NRM
Presidents Report
Shannon Griffin
September 2012

Well it has been a busy summer, and I was blessed to escape some of the heat and smoke by teaching in Portillo, Chile for the month of July. But as always, work here in NRM continued.

In June, I attended the National Board meeting and was able to hear the reports of the National Staff and watch the process of their event filled meeting. A few of the things that stood out the most to me were the following. Often, the staff as well as the board would refer back to a past intention, strategy, or priority and compare the results experienced to be sure they were on track. The unity of the board to do what was in the best interest in the member. The recognition of the need for better communication at all levels to more people.

As the summer became busy for many of us, the Small Division Work Group did not meet this summer. However, work on the Division Affiliation Agreement by the Presidents Council did continue. In late June the presidents had agreed on several topics that needed to be addressed by the agreement. The next step decided upon was to have Jack Burns, President of NW, put together a preliminary draft for us to begin discussing. The draft was put forth in mid July and the conference call that followed led to the next step of sending it to legal council. During the discussion concerns were brought up about getting too many lawyers involved (ie. if every division had their own legal council review and suggest changes) and the decision was made that sending the document to Bill Walters, National's legal council, would be the best choice. The revised document was received in the end of August. Both versions address all the topics that were deemed necessary to be addressed by the agreement, albeit in a different order and style. I was unable to be on conference call that followed, however, I talked with Bill Stanley, Council Chair, and Eric Sheckelton beforehand and discussed a few of the agenda items, letting them know I was in favor of the divisions negotiating the agreement independently, with the hope that maybe 5+ of the divisions may be able to sign a document at the October meeting.

On a side note to the DAA discussion, it has become more and more apparent more documents will need to be created and worked on for the Presidents Council. The DAA's intention is to define the areas of mutual interest and define on paper the way two organizations have been conducting business and will continue to conduct business. As we have waded through these waters, many issues have been brought up that show the necessity of the President's Council having some governing documents as well. For example, what defines a majority for a vote, are we governed by Robert's Rules of Order, are our votes binding, etc. I believe this will be the next thing the Presidents Council will attack after work on the DAA is signed.

Within our division, although summer seems like the off-season, work has still been progressing. Meghan began training with Turi in July and I am looking forward to working with her more and seeing all she will help us accomplish in the future. The

tiered membership program has continued to get ironed out and will be presented again at the MSAA meeting September 20th. Hopefully, it will be a success and we will see positive results for the members, member schools, and potential members that will be affected. The Liaison Program has gotten a slower start than I had hoped, however, work has begun by identifying the different topics and areas of knowledge that we would want the Liaison to know.

And as always, thanks to everyone for their time and involvement over the summer. As this division runs so heavily based on volunteer time and leadership, it is wonderful to see new people step up and serve the membership. And a big thanks to Turi & Meghan for all of their work and keeping the divisions wheels turning over the summer.

Appendix B

Treasurers Report – fall 2012

With the ski industry experiencing the worst season in 2 decades, NRM survived the season well. Fiscally we finished the year with a net income of \$17,255. Our success, in large part, was due to the hard working staff of NRM, Thank you all.

Balance sheet

Our position is better due to very strong retained earnings for FY 2012. Expenses increased with the earnings, the costs were well worth the return. Cash positions are: \$56,489 FY 2012, \$39,847 FY 2011, for a positive change of \$16,642. We finished ahead of budget \$15,417.72.

Income statement

As stated above we have a very strong showing for income, and the increased expenses that accompany increased income.

Education Foundation

A \$5000 dollar grant was received from YCCF (for FY13). FY12 end balance in the education fund is \$20,828.95, compared to last years \$19,735.42. For a net increase of \$1093.53.

Appendix C:

Fall Report submitted to PSIA/AASI-NRM B.O.D. by: Eliza Kuntz-National Board Representative

September 3, 2012

To: NRM Board of Directors

Below are a few highlights of what has been on the National Board's plate this summer. I commend Eric Shekleton, the staff and the officers of the board for their tireless effort to work for the memberships of PSIA/AASI!! I will present additional information at the board meeting on the 15th as you can see below there will be some action between tomorrow and then.

WEB SITE

I am writing this report as the new PSIA-AASI web site goes live. Unfortunately when the web site and CRM changes were transferred from test mode to live mode the servers failed immediately. The staff finally found the error deep in the works and got it up and running a few hours later. About 3 dozen members had called into the National office and the staff was able to talk to each member and get them through the issues. As of noon on the 5th, all seems well. If you haven't been on board, please take the time to look at the new site prior to the September board meeting.

AFFILIATION AGREEMENT

The National Board held a conference call on September 4th to discuss the drafting of the Affiliation Agreement. This is a controversial topic between the presidents and I will be at a position (along with Shannon) to report more fully on progress on the 15th. The President's Council is having a call also on the 6th. Also, on September 7th legal council will be working with Eric and Mark on the agreement.

OCTOBER MEETING

The upcoming gathering of volunteer leadership, teams and staff at Copper Mountain this October is still in the planning process and looking like a super event! Goals to be accomplished are to bring the regional leadership together to come together to make not only a future strategic plan, but to assess the ideas brought up five years ago. NRM is fortunate to be able to send a full contingent to Colorado. I will be there as well, as the board of directors will be using the time to meet and conduct business prior to the annual January meeting.

STAFF CHANGES

The National office is constantly seeing staffing changes as the Denver work force is one of the top in the nation. Mark and Laurence continue to bring in qualified people to fill each key position. Again, I will have more details by the 15th.

Appendix D:

PSIA- AASI NRM Executive Director's Report: Fall 2012

Fall greetings from the NRM office. Before the snow starts to fall I'd like to update you on what has been going on behind the scenes during the warm weather months to get us prepared for the upcoming season.

MEMBERSHIP

❑ NRM stats as of Tuesday, September 11, 2012:

o 674 members paid through 2013

❑ 23 of these are lifetime members

o 375 members paid through 2012 have yet to renew

o 180 (members) paid through 2011

❑ These individuals have been invoiced for back dues for 2011- 2012 season (\$40) plus dues for 2012- 2013 (\$116)

o 107 members had \$15 ed waivers added to their renewal invoices.

❑ 69 of these have been paid. These 69 members must obtain ed credits this season.

❑ 38 remain unpaid at this time.

❑ School renewal packets will be mailed Oct 1.

EVENTS

❑ Fee increase. All event fees went up \$5. This increase is communicated in Tony's Treasurer Report and will be included in both the print and electronic newsletters.

❑ Fall Fest 2012

o Like last year, this year's Fall Fest is a 3- day (Fri- Sun) or 2- day (Sat- Sun) format with AM core groups + PM electives. Committees are working on their offerings right now and aim to have a solid list ready by Sept 15 for the fall print and electronic newsletter. Registration is slated to go live Oct 1.

o Team members Nick Herrin, Robyn Barnes and Eric Lipton will be the big hitters of this year's Fall Fest clinic line- up. Because not everyone gets a chance to ski with them, and many people don't really know what the team does or why they do it, this threesome will be giving a team presentation on Friday night of Fall Fest, just prior to the Meet & Greet at Chet's Bar and Grill.

o This year we will again have free AM yoga session and possibly a PM session as well. Agreements are still being worked out with the instructors, but the likelihood of it happening is good.

o As always, we hope to have a broad selection of goods and services lined up for the NRM Education Foundation silent auction on Saturday night. If you haven't already started gathering items, it is time to start! Jill will be coordinating the auction. Please contact her with your donations.

o Awards presentation also will take place on Saturday night. A call for nominations will go out in the fall print and electronic newsletter as well as on our website and Facebook page.

o Big Sky has stepped up again as a major sponsor of the event and is offering a free Frequent Sky Card (FSC) to all attendees (and their guests) who book three or more nights lodging in BSR accommodations. A nice bonus this year with the FSC is that Fall Fest attendees who receive them can come back for the NW Division end- of- season event that takes place during the FSC free lift ticket week. We will push this in Fall Fest promos to our members as well as members of other divisions.

❑ MSAA

o The Fall MSAA Board meeting is next Wednesday. Meghan and I plan to attend on behalf of NRM. Others are welcome to attend. Contact us for meeting details.

o Last year MSAA brought the PSIA/AASI Go with a Pro message into their "Learn to Ski in 3" marketing message/campaign. We anticipate this will continue.

o It is expected that the scholarship program will continue as it did last year with a combination of school scholarships and ProPark sponsorship.

❑ DCE Goodwill Trips. This program began last year, and a few trips were arranged where NRM DCE and/or board members visited areas throughout the region to promote the value of membership and event participation. They have first- hand accounts of what they do and why they do it. Those

interested in making trips this year must start by contacting the NRM office to complete necessary paperwork (for liability reason this step should not be skipped!) and request use of the NRM Subaru.

- ❑ Level 1 Course in Champuloc, Italy. Planning on this event was halted because the parties involved tied the course into prep work in Scotland that was not PSIA- AASI approved. Thus it was decided to cease and desist this project.

FINANCIAL/ACCOUNTING

- ❑ FY12 taxes are done.

- ❑ NRM has entered into an accounting services agreement with ASEA. This agreement entails turning over NRM payroll, accounts payable and receivable as well as monthly, quarterly and annual reporting to ASEA. Processes for the transfer are being put into place with a go- live date of Jan 1 (processing of Dec 2012 and end of year financials).

NATIONAL DUES INCREASE

- ❑ At this time last year we were discussing the ramifications of the national dues increase. As a division we decided to support the national board's decision and communicate our position proactively with our members. Through email, print, web and face- to- face conversations we shared the news as well as the reasoning behind the increase. We focused on the benefits and value of membership (both divisionally and nationally).

- ❑ Although we received very little pushback divisionally, it is difficult to say how heavy an impact the increase will have on our renewal numbers. Renewals are still coming in for 2012- 2013 membership cycle. Our members tend to renew in the fall when the snow falls rather than when their membership expires in early summer. Thus a December look- back at renewal numbers will provide better data.

NRM DUES INCREASE

Tony speaks to this in his Treasure's Report. We will take proactive steps to communicate this to membership via the newsletter (print and electronic), web and face- to- face conversations.

DIVISION AFFILIATION AGREEMENT

The Presidents' Council has been hard at work on developing a Division Affiliation Agreement. It has been,

and continues to be, a collaborative effort that has met many a speed bump and roadblock along the path of development. National Chairman Eric Shekleton will be on hand at Saturday's meeting for a live Q & A

and discussion regarding the new agreement.

FALL TRAINING EVENT - NATIONAL STRATEGIC EDUCATION PLAN (SEP)

- ❑ PSIA- AASI is hosting a National Fall Training Event in Colorado. This event will bring together representatives from the divisions to focus on training towards each of the national standards including Adaptive Skiing, Adaptive Snowboard, Alpine, Cross Country, Telemark, Snowboarding, Children's Specialist, and Freestyle.

- ❑ The overarching vision of the event is to develop consistent understanding, interpretation, and application of the national standards regardless of how a division runs its exams or specialist programs. The purpose of the event is to bring all of our understanding and interpretation of the standards to the same place so that all divisions assess candidates to the same "bar" at each level and with each of the national credentials. The intended outcomes for the event include greater consistency in interpretation and understanding of the standards, greater consistency across and within divisions in the assessment of candidates, relationship building between the divisions, and development of individual networks among the participants.

- ❑ Each division can send up to eight representatives. A NRM Selection Committee was established to determine who would represent our division at the event and who would be responsible for sharing the knowledge and experience gained upon their return. The committee chose six individuals, one for each of our disciplines – Christine Baker (alpine), Ben Daniel (snowboard), Stew Chumbley (nordic), Diana Proemm (adaptive), Jill Imsand (children's) and Matt Larson (freestyle).

FALL STRATEGIC PLANNING WORKSHOP

- ❑ Running concurrently with the Fall Training Event will be a Strategic Planning Workshop with division presidents, executive directors and the national board. This event is one result of the January 2012 meeting, a commitment to meet again to review our progress and to discuss other strategic issues.

Among the topics of discussion for follow up will be membership marketing, presentations about the state of the industry and PSIA- AASI's role in it, reviewing membership numbers and the effects of the dues increase, identifying common measures of success, and discussion about where we are relative

to the action items from January.

❑ Shannon, Eliza and Turi will be attending. Unfortunately, Meghan cannot attend because the meeting date falls so close to her due date.

CRM

❑ Not much new occurred with CRM processes over the summer months. The biggest news is with regard to the new thesnowpros.org website and its link to CRM. Phase one launched Sept 5, 2012 and phase two will launch Sept 17, 2012. The new site hopefully will streamline processes for both members and staff with greater ease in accessing member profile, events and the community.

❑ The feature I am most looking forward to is online membership initiation. If all goes as planned, this feature will launch with phase two. This will be a huge benefit to NRM because it takes a lot of data entry out of the ED's hands and puts it into the member's hands allowing them to enter their info and pay securely online.

❑ Back office data event entry is not affected by the upgrades. However, the web portal (link between the back office CRM data entry and member online registration) is due to change with phase two launch. If all goes as planned this will also be a time-saver for the NRM ED because it will reduce redundancy. Currently, data is entered in three places – CRM back office, web portal and NRM website. This second step hopefully will go away. The third step may come to an end as well when we migrate our website over to the national site (as a micro site using same format/template as snowpros.org site. More info in web report).

❑ CRM User Group monthly conference calls/WebEx continue.

POLICIES & PROCEDURES

Friendly reminders:

❑ RE: volunteering- shadowing- workers' comp:

o DCE/NES cannot volunteer to lead or back-up a clinic or exam.

o DCE/NES can volunteer to perform duties outside their normal role, such as setting up the Fall Fest silent auction.

o DCE/NES can shadow an event for the purpose of advancing their skill level if:

❑ It is not a requirement for their job

❑ It is outside their normal working hours

❑ They do not perform any work during attendance, i.e. they are strictly shadowing the event, not backing up or leading at any point.

o Attendance at DCE/NES annual training is not mandatory and thus unpaid. Training is offered for the purpose of improving and advancing individuals' skill base. Attendance is voluntary and outside of normal working hours.

❑ RE: prerequisites

o Membership is a prerequisite to all levels of certification

o L1 in any discipline is a prerequisite to both the FS1 and the CS1

o L2 in any discipline is a prerequisite to CS2

EDUCATION FOUNDATION

❑ NRM EF Scholarships

o \$1,281 available for individual/school scholarships this season

o Applications will be reviewed and voted upon by ExCom – process TBD

❑ YCCF Scholarships

o \$5,000 available for individual/school scholarships this season

o Applications will be reviewed and voted upon by ExCom – process TBD

o A report will be sent to YCCF at the end of the season documenting usage of the funds.

o There is a potential to receive funding again next year.

WEB

As you know, ASEA launched phase one of the new thesnowpros.org site Sept 5, 2012, and phase two will take place Sept 17, 2012. Migrating the NRM psia-nrm.org site over as a microsite will take place after phase two is launched and associated bugs are worked out. This means the NRM site stays as is as we head into the new season. The transition will be nice once all info is located in one place, but we want to avoid potentially creating confusion or errors at the beginning of the season, so we will wait patiently on the transition.

INCOMING ED TRAINING

As Meghan reported we have been working together throughout the summer months to familiarize her

with all things PSIA-AASI and NRM. She is picking things up quickly, and I have no doubt she'll be prepared to fly solo come January.

PRINT NEWSLETTER

The fall print newsletter is in development stage with content being gathered. Sept 15, 2012 is the deadline for chair reports, articles and event schedules (including Fall Fest).

E-NEWSLETTER

As was done last year, monthly e-newsletters will be sent to members throughout the season to keep everyone up-to-date on division on-goings and event schedules. Hopefully it also keeps members excited about what NRM has to offer to support their professional development as snowsports instructors and reinforces our mission to inspire a lifelong passion for the mountain experience.

Before closing my last ED report I'd like to say "thank you" to the NRM Board, Ed Chairs, countless volunteers and members for your support over the years. You are a great group of individuals to work with and for. I wish you and the NRM division all the best for the coming season and beyond.

Sincerely,

Turi Hetherington

September 11, 2012

Appendix E:

PSIA- AASI NRM Incoming Executive Director's Report: Fall 2012

Submitted to PSIA/AASI-NRM B.O.D. by: Meghan Larson-Incoming Executive Director

September 11, 2012

Hello to everyone~

As of July 1st, 2012 I have been in training on the ins and outs of PSIA/AASI-NRM with Turi Hetherington.

Below I have provided a general outline of our accomplishments these past few months and am happy to fill in any gaps at the board meeting on September 15. Although this is not the Executive Director's formal report, I thought our membership would appreciate knowing what some of their fees are paying for. Thank you for the time and patience everyone has provided me during this period of transition. I look forward to stepping into the role full time on January 1st, 2013.

Past and ongoing

- Training on CRM using tutorials provided by National
- Following email correspondence between Turi & members of NRM, National & the BOD, asking questions as they came up.
- Taking part in CRM4M User Group Forum
- Most NRM files were transferred to the new home office.
- Reviewed financial aspects and database systems of NRM
- Gained a better understanding of the Executive Director's role with regards to: committees, membership issues, the Board of Directors, and our relationship with National

Present

- Meetings with Turi include going over questions, emails, financials, and new information.
- Working in the CRM database, setting up the coming season's events to go live with registration on October 1.
- Taking care of PO Box & mailing
- Answering member questions via mlarson@psia-nrm.org & info@psia-nrm.org
- Updated expense vouchers, making them discipline specific and coded for transition to ASEA
- Updated and am organizing member school packets to be sent out on October 1
- o November 15 deadline to submit application
- o December 1 deadline to submit membership payment
- o Tier Membership choice added with explanation
- Organized September E-Newsletter
- Familiarizing myself with new ASEA website

Future

- Continuing with all of the above
- Meeting the owners and operators of Montana mountains at the 2012 MSAA meeting
- Looking forward to hearing the details of the happenings at the Fall Training Event and SEP meeting at Copper Mountain
- Organizing and running Fall Fest with Turi
- Working with National to transition NRM accounting, January 1
- Reorganizing storage unit and updating files
- Final transition to new home office January 1
- Transfer of phone, car & and other miscellaneous items January 1
- Having a baby soon

Thank you.

Meghan Larson

September 11, 2012

Appendix F:

PSIA/AASI - NRM Alpine Chair's Report: Fall 2012

Hello NRM,

The weather took a sudden change for the cooler at the beginning of this month and I can't help but think about

the upcoming winter season. All the time. It is going to be a great one, I can feel it. Fortunately, it is only just a

little over a month before I, along with representatives from each NRM discipline, will be in Colorado sliding on

snow and working indoors to have a better understanding and more consistent application of our National Standards. PSIA-AASI has organized a "Fall Conference" at Copper Mountain to reinforce the national standards

for all disciplines: alpine, snowboard, telemark, cross country, adaptive, adaptive snowboard, children's and

freestyle. I look forward to attending this conference and bringing back information, understanding and of course

a lot of enthusiasm to our education staff and the division as a whole.

One focus of our Alpine Education Team is to keep a broad perspective – keep learning, reach out to other divisions to share ideas and keep current with the industry – which we can bring back to NRM and apply appropriately. Many of your Alpine Education Staff attend National Academy, have gone through the application

process to become a part of the PSIA National Team and/or have attended other divisions' staff training events to

both improve themselves as well as to be better at what they do for the division. As an education staff we will

continue to this goal of self-improvement, better meeting your needs along the way.

We also will bring national perspective to you – this year in the form of National Team Members Nick Herrin, Eric

Lipton and Robin Barnes. You read it right; we have three Alpine National Team members who will each be leading

Fall Fest clinics on Friday, Saturday and Sunday! Check out the website for our clinic offerings and schedule of

events.

As we did last year, we will continue to reach out to a variety of ski areas to offer our events. We want to make it

as easy as possible for each of you to ski with us each season.

On a final note, we welcome Josh Spuhler as a new examiner coach for the next three years. Troy Nedved is

stepping down after an extended stint as examiner coach, although he will certainly remain a strong member of

our exam team. I'd like to thank Troy for his years of service and leadership and also thank Josh for dedicating his

time, energy and enthusiasm to our team for the next three years.

I look forward to seeing you all when the snow flies.

Cheers,

Christine

Appendix H:
Children's Report for the Board –

Nothing new going on from the last report, I am looking to change the format of the workbook in to 50 questions take home to be done before the Credentialing event and then two 25 question multiple choice during the event. This will break up the 100 questions and also check for understanding from the on snow and workbook together. I am excited to go to the Fall Standards event and see how other divisions are handling the 100 questions and how they are formatting their events as well. I believe that thus far our Children's Team has done an excellent job upholding the national standards as we understand them and it will be nice to see how other divisions are doing and what things we can incorporate and share at that event. I am planning on having both a CS1 and 2 at Fall Fest and at least one CS1 and 2 within the season as well, if not more than that.

That's all for now.

-Jill

Appendix I:

Freestyle Chair Report _ Fall 2012

As the winter season approaches, I am super excited to provide a full season of education and certificate events to NRM! The NRM Freestyle Certificate Program is right on track with the development with the National Freestyle Standards. All disciplines are held to the same requirements within the certificate program in NRM. Level one certification is the certification requirement to participate at FS 1 and the event is discipline specific. FS 2 and 3 integrate disciplines at the event. As a participant of the task force commissioned to develop the standards, I would like pass on that the final changes are being discussed before submitting the standards to the national board this fall. I will continue to keep you updated on the latest. FS 2 and 3 events will be at Jackson Hole or Terry Peak for access to a half pipe. Currently we are set for Jackson Hole for this season.

The NRM Iron Team (Freestyle Education Staff("Fe" is iron on the periodic table of elements)) will be training hard this fall on the latest updates to the Freestyle Certificate Standards. Most importantly we will focus heavily on efficiency and consistency as evaluators. After last season we determined we would not increase the length of certificate events to three days from two. The committee agrees we can pass on savings to members by improving our skills as educators and evaluators. We will be looking for feedback from members this season as we refine our evaluation process.

ProPark continues to be a hit, as well as an extremely rare and unique opportunity for snowsports professionals to have some fun at Great Divide for FREE when the lifts are closed to the public! That's right, just participants on the mountain hanging out with the Iron Team. Participants from the full span of experience and ability will be at Great Divide on the 26th of February, 2013. Check out some video and picks from last year on Facebook.

The NRM Iron Team has included two weeks of visits to NRM areas in December and January. We hope to see you at your home mountain.

~ Matt Larson, NRM Freestyle Chair

Appendix J:

Adaptive Chair Report – Fall 2012

This season is ramping up nicely. I'm looking forward to going to Colorado at the end of October. Thank you. Trevor Hildebrand and I have been working on adapting the NRM adaptive standards to match up with the newly updated national adaptive standards. You will hopefully have a copy by the time it needs to be in. I'm also going to have an adaptive track set up at this year's fall fest. Electives will include mono and bi-skiing. I am still trying to figure out who will be teaching all of these, but most likely it will be myself and/or Trevor, and possibly some actual sit skiers to assist. I will have freshly returned from a few days down at Ski Spec in Breckenridge where the national adaptive academy is held, so I will be filled with new information to share! I hope to host a Level I Exam next spring along with bringing up Bill Bowness, former Demo team member and coach, to do some training in March. I have also been working with Kristen Caldwell from the National Ability Center out of Park City and PSIA-I regarding hosting exams in Jackson as a dual-purpose event for them and us on upper level exams. Most likely that will happen winter of 2013-14.

2012-2013 Events:

Level I Exam: March 30th and 31st

Bill Bowness (or another clinician): March 16-17th

Appendix K:

PSIA/AASI-NRM PROPOSAL FORM

Proposal Name: R&R Section 26 update

This proposal is submitted for consideration by the PSIA/AASI-NRM Board of Directors. The proposal should be submitted in final wording, and appropriately referenced in at least one of the blanks provided. How you perceive this proposal impacting the budget, both long- and short-term, must be indicated. Incomplete proposal forms will be returned to the maker.

Proposed by: Shannon Griffin Position: President

REFERENCES: Bylaws and Rules & Regulations (Provide all that apply)

! PSIA Bylaws Rules & Regulations Sect. 26

Anticipated expense:

! Long-term (*total expense - attach explanation, if necessary*) \$

! Short-term (*this fiscal year*) \$

Executive Director's estimated expense if different:

! Long-Term \$

! Short Term \$

TEXT: SECTION 26.0 REQUIREMENTS TO MAINTAIN MEMBERSHIP AND CERTIFICATION

Individuals who meet PSIA-NRM membership requirements outlined in the NRM Bylaws (Article 2.0) shall become a member of both the divisional (NRM) and national association. To maintain membership in good standing from year to year, the member must pay required dues to each association and abide by the Code of Ethics. The ASEA Board of Directors shall determine national dues to be paid by the classes of members listed in the NRM Bylaws and the NRM Board of Directors shall determine divisional dues to be paid by these classes of members.

In addition, members of the Association are required to maintain conduct as stipulated in the Code of Ethics (Sec. 2.0.), to meet continuing education credit requirements (to maintain certification), and maintain up-to-date contact info in membership database online or with the NRM office.

26.1. ANNUAL DUES. All members of the Association as outlined in Art. 2.0. of the Bylaws with the exception of Lifetime and Honorary members shall pay annual dues as assessed by both the National and Divisional Boards.

26.1.1. NOTICE OF DUES. The Executive Director shall bill each member for their annual dues prior to the June 30 renewal date.

26.1.2. DELINQUENT DUES. Dues postmarked later than June 30 shall be considered delinquent and are subject to a penalty.

26.1.3. NOTICE OF DELINQUENT DUES. The Executive Director shall notify the membership of the upcoming dues deadline and a reminder after the deadline of the additional penalty.

26.1.4. REINSTATEMENT. Members not in good standing for failure to pay dues must meet the following requirements:

A. Members delinquent less than two (2) years:

1. Pay one year past dues plus current dues, as well as applicable late fees.

2. If reinstatement of certification is desired, the member must meet applicable educational requirements. See 26.2.8.9.

B. Members delinquent more than two (2) years:

1. Petition the **Executive Director** appropriate discipline committee prior to Board review of Reinstatement.

2. **Pay up to three years past dues plus current dues, as well as applicable late fees.**

2. 3. To reinstate certification see 26.2. 8.9.

26.1.5. ACTIVE DUTY MILITARY. PSIA/AASI-NRM will waive dues and education credit requirements for members unable to work because of active duty military

responsibilities.

26.2. EDUCATIONAL CREDIT REQUIREMENTS **AND WAIVERS**. To maintain Certified Level I, Certified Level II, Certified Level III, and DCE/NES status in PSIA-NRM, a minimum number of Continuing Educational Credits must be earned, annually or biennially (every two years). Inactive and Alumni members are not required to fulfill educational credit requirements. However, if an Inactive or Alumni member wishes to reinstate active Certified membership and resume teaching as such, he/she must petition the NRM office, petition the appropriate discipline committee, and obtain educational credit as required. Lifetime Members are exempt from maintaining Continuing Educational Credits.

26.2.1. REQUIREMENTS FOR CERTIFIED LEVEL I. To maintain certification, the Level I member must earn six (6) continuing educational credits every two (2) years, beginning the year following the attainment of Level I status.

26.2.2. REQUIREMENTS FOR CERTIFIED LEVEL II AND LEVEL III. All Certified Level II and Certified Level III members are required to earn twelve (12) continuing educational credits every two (2) years, beginning the year after gaining their level II certification.

26.2.3. REQUIREMENTS FOR DCE. All Division Clinicians and Examiners (DCE) are required to earn twelve (12) educational credit points annually.

26.2.4. CONTINUING EDUCATIONAL CREDITS. A chart of credits assigned to educational events and activities can be found on the website.

26.2.5. TRANSFER OF EDUCATIONAL CREDITS. Educational credits earned and accumulated beyond the minimum requirement are not transferable to any following two (2) year or one (1) year period.

26.2.6. RECORD OF EDUCATIONAL CREDITS. Education Credits earned at PSIANRM events will be recorded by the Executive Director. Educational Credits for each member are available for review on the national website. Any discrepancies should be reported immediately to the Executive Director.

26.2.7. REQUEST FOR EDUCATIONAL CREDITS EARNED AT NON-NRM/PSIA FUNCTIONS. Members may request such credit by completing the Request Form found on the website and sending with a processing fee to the Executive Director. Credits earned at PSIA or USSCA events are sanctioned and do not require the processing fee, but the Request Form must be used to report attendance to the Executive Director. If educational credit is requested for a function where the course content was not strictly applicable to snowsports instruction, the appropriate discipline Committee will award such points as it sees fit. Members attending functions put on by other divisions of PSIA are responsible for asking the administrative officer of that division to send a credit transfer to the PSIA-NRM office.

26.2.8. FAILURE TO MEET EDUCATION CREDIT REQUIREMENTS. Certified members who have failed to meet the education requirements in the given time, will have waivers applied to their membership renewal statements as outlined below. If educational requirements are not met in the given time, their certification level is in jeopardy of being lowered.

A. Certified Members failing to meet the educational minimum in the two proceeding seasons must pay a \$15.00 waiver, then obtain the following credits within the next year.

- 1. Certified Level II or III members: 12 Credits.**
- 2. Certified Level I members: 6 Credits.**

B. Certified Members failing to meet the education minimum for the proceeding 3 seasons must pay a \$30.00 waiver, then obtain the following credit points within one (1) season:

- 1. Certified Level II or III members: 24 Credits.**
- 2. Certified Level I members: 12 Credits.**

C. Certified Members failing to meet the education minimum for the proceeding 4 seasons must pay a \$45.00 waiver, then obtain the following credit points within one (1) season:

1. Certified Level II or III members: 24 Credits.

2. Certified Level I members: 12 Credits.

If the Certified Member fails to obtain the education credits within the one (1) season, their certification level will be lowered by one level in all disciplines (alpine, snowboard, nordic, and adaptive), with the option of attending a prep clinic and exam to regain the higher certification.

26.2.8.9. REINSTATEMENT OF CERTIFICATION. Certified Members whose educational credits are in arrears must initiate a reinstatement petition to the Executive Director. Petitions must include a proposed schedule for meeting the Educational Credit minimum as described below:

A. Certified Members failing to meet the educational minimum in the two proceeding seasons must obtain the following credits within the next year.

1. Certified Level II or III members: 12 Credits.

2. Certified Level I members: 6 Credits.

B. Certified Members failing to meet the education minimum for 3-4 [-4 is struck-out] seasons must then obtain the following credit points within one (1) season:

1. Certified Level II or III members: 24 Credits.

2. Certified Level I members: 12 Credits.

Certification shall not be fully reinstated until these requirements are met.

C. Certified Members failing to meet the education minimum for 4 seasons must obtain the following credit points within one (1) season:

1. Certified Level II or III members: 24 Credits.

2. Certified Level I members: 12 Credits.

Certification shall not be fully reinstated until these requirements are met.

If the Certified Member fails to obtain the education credits within the one (1) season, their certification level will be *reinstated at one level* in all disciplines (alpine, snowboard, nordic, and adaptive), with the option of attending a prep clinic and exam to regain the higher certification.

D. C. Certification of members failing to meet the education minimum for 5 or more years will be reinstated at one level lower than last certified in all disciplines with the option of attending a prep clinic and exam to regain the higher certification. Certification shall not be fully reinstated until these requirements are met.

E. D. Appeals to these requirements may be made to appropriate discipline committee for extenuating circumstance, with final approval by the Board.

26.2. 9.10. CHANGE OF STATUS FOR INACTIVE MEMBERS. Inactive members are not required to fulfill educational credit requirements for the four (4) years. An inactive member may request reinstatement as an active member by contacting the NRM office and petitioning the appropriate discipline committee. The committee shall assess any educational experience gained during inactive status and make a requirement for educational credit based on this input. Certified member status will be reinstated after all reinstatement requirements are satisfied.

26.2.10.11. CHANGE OF STATUS FOR ALUMNI MEMBERS. Alumni members are not required to maintain continuing educational credits. However, if an Alumni member wishes to reinstate certification, he/she must contact the NRM office and petition the appropriate discipline committee. Consideration shall be made in the same manner as described for Inactive members.

26.3. TRANSFER OF MEMBERS.

26.3.1. OUTGOING MEMBERS. Any member may transfer from PSIA-NRM to another division by requesting that PSIA-NRM initiate a transfer of membership. The PSIA-NRM Executive Director, upon receipt of a request for transfer, shall send directly to the Business Office of the other association, a formal validation of the requesting member's status.

26.3.2. INCOMING MEMBERS. Certified Level I, II, and III members of PSIA Divisions may transfer directly to PSIA-NRM at their current level of certification.

Incoming members must initiate a request for transfer from their current division. The current division shall send a formal validation of the requesting member's status to the PSIA-NRM office. The member, upon validation, shall become a member of PSIA-NRM and must fulfill all membership requirements of the association.

26.4. WAIVERS TO THE EDUCATION CREDIT REQUIREMENT TO MAINTAIN MEMBERSHIP. Any member may request a one (1) year waiver of the Education Credit requirement accompanied by a \$15.00 waiver fee to the Board through the Divisional Office. The member must earn 12 Educational Credits in compliance with Section 26.2.1-26.2.3 during the fiscal year following the waiver year.

Waivers will be assessed to members for failure to meet education credit requirements as outlined in Section 26.2.8.B and 26.2.8.C.

JUSTIFICATION:

Clarification to failure to meeting the CEU

BOARD OF DIRECTORS:

Include votes if requested.

FINAL BOARD ACTION Accepted Rejected

For! Against! Abstain! Table

USE REVERSE SIDE FOR ADDITIONAL INFORMATION OR CONTINUATION.! 5/10