

FROM INSTRUCTOR TO INSTRUCTOR



FALL 2005

THE JOURNAL OF THE ROCKY MOUNTAIN PROFESSIONAL SKI AND SNOWBOARD INSTRUCTOR



New Snow Sport School Director Steamboat Springs

PSIA-ROCKY MOUNTAIN-AASI

*Rocky Mountain Ski Instructors
Educational Foundation*

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Rocky Mtn Division is honored to welcome Nelson Wingard to our community. Nelson, is a member of the PSIA National Alpine Team. Of the opportunity Nelson writes:

“They said that making the National Team would create opportunities, but I never imagined how quickly those opportunities would pop up and where they would lead. I am stoked to be working in Steamboat and running the school of one of the nations premier winter resorts.

It will be great to work with some of the best instructors in the industry. Rocky Mountain has long had a reputation for precision and excellence in instruction. The opportunity to work in a division that is mostly full time professionals will help me to further develop my knowledge and skills.

I am looking forward to skiing with everyone at Breck.”



CONGRATULATIONS

to Todd Metz for being chosen the Colorado Ski Country USA Instructor of the Year!! Todd has been a member of PSIA-Rocky Mountain for 25 years, is a member of the Education Staff and serves on the Alpine Committee. Todd's enthusiasm for ski teaching is apparent at all times and we are fortunate to have him share his love of ski teaching with us.

to Matt Feeny for being chosen the Colorado Ski Country USA Adaptive Athlete of the Year!! Matt has been a member of PSIA-Rocky Mountain for 11 years and holds Adaptive level 2 certification. We are proud of Matt for all his accomplishments.

Special thanks is extended to Charlie Farnan, Paul Ruid and Bob J. Barnes (Winter Park) for serving on the panel of judges for the Instructor of the Year.

BOARD BRIEFS

A complete copy of the Board of Directors minutes from the meeting held August 13 & 14, 2005 in Frisco, Colorado is available upon request. Highlights of the meeting were:

A final financial report was given showing the Association ending the year with a modest loss. The Association spent more in support of its educational events (clinics and exams) than anticipated.

The Strategic Plan was confirmed for 2005 and the board developed several new action plans:

- Board and committees need to strengthen their ties.
- Support the success of the Education Training Manager.
- Strengthen the training to and expectations for the education staff enabling better product delivery and consistency.
- Increase the perceived value of PSIA-RM for:
 - a. Members
 - b. Member schools
 - c. Public

d. Area Operators

- Increase membership and member retention

Reports and Proposals were presented by each of the committees. Included in the developing plans are:

- More videos for all disciplines and purposes
- Enhanced website capability at National and the Division
- Improvements in examinations and exam scoring Expansion of our marketing efforts for both membership and the public
- Commitment to a new staff position for Education and Training.

Additions to our audio-visual capabilities to support more events.

Creation of a new scholarship fund in honor and memory of Daryl Bogenreif

All the proposals were reviewed with most being approved. A comprehensive proposal for Snowboard video projects was sent back for more refinement. It will be considered again at the Fall board mtg.

Budgets for both the membership association and the educational foundation were reviewed, discussed and approved. The association expects to operate with a small increase in revenue and to carry a small loss that will be covered by past reserves. The loss will be generated by a substantial increase in grants that support the various committee proposals and the addition of the Education and Training Manager to the staff. Because of past reserves, the association continues to have a strong overall financial base.

The meeting was adjourned with plans for the next board meeting to be held on October 22nd.

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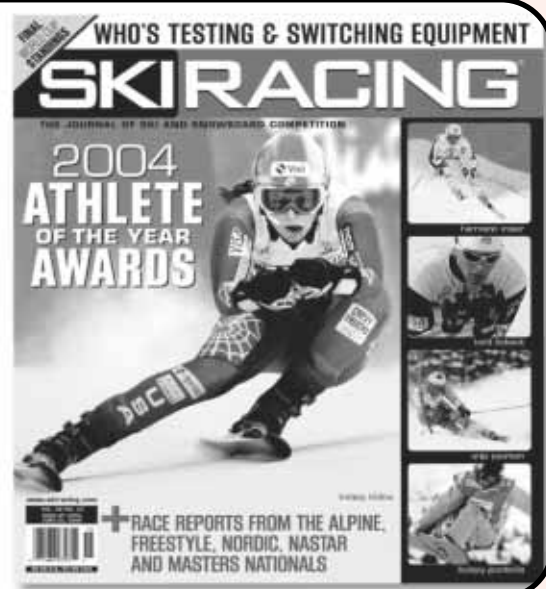
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From the President

BY KRIS HAGENBUCH

I hope everyone has had a good summer! With the trees just starting to show color new excitement is in the air for the coming season. My first skiing was September 17th & 18th at our annual sand dunes full moon ski trip at the Great Sand Dunes National Monument. Anyone interested in skiing or snowboarding the sand dunes by full moon contact me next summer at (970) 879-6604.

As the seasons are changing so is our organization. At our summer work session the Board of Directors approved creating a new position titled "Education and Training Manager". Look in this issue for more information and if you know of anyone who would serve our organization well in this capacity please let us know.

The following action items are the immediate priority for this position of Education and Training Manager.

1. Make sure the educational process and the examination process match up so candidates are successful with their exams.
2. Offer more diverse and in-depth curriculum.
3. Offer more accreditation programs beyond certification.
4. Bring consistency to all products and services offered by PSIA/AASI-RM

As always let us know how we can better meet your needs as a professional. If we are missing anything on this list or in the job description etc. please let us know.

We are excited about this new position because we will be able to better meet your educational needs including many of the things that have recently been brought to our attention by you, the member. Keep talking to your Board of Directors who are your representatives, Keith our Executive Director, and your Clinic Leaders and Examiners especially when attending events. Please tell our Educational Staff what would best meet your needs and make suggestions for future growth and development of our organization.

On that note I have included our Mission Statement and our Educational Strategic Plan. Any adjustments, additions, or suggestions please let us know.

PSIA/AASI RM Mission Statement:

Provide excellence in education and membership services while maintaining fiscal responsibility and promoting professionalism to the public and the ski industry.

Strategic Plan Education initiatives

Education offerings of PSIA will expand to cover subjects of customer service, instructing the multiple discipline student, and transitions from earlier technologies to current. Educational credit will be expanded to honor wintersport workshops and clinics from any source and academic training in appropriate related fields from accredited institutions of higher learning. The fundamental direction of all education will be to maintain relevance with the industry needs and the demands placed upon snowsport instructors to be successful in their jobs.

Remember the Strategic Plan is where we would like to be in a five year window and is re-visited every year. Our goal is to form action plans around these initiatives as we speak. Any help we can get from our membership is greatly appreciated!

I look forward to seeing you on the slopes!

Kris Hagenbuch

Instructor to Instructor

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General Information

Submission of articles, photos or other items for publication is invited. PSIA - Rocky Mountain - AASI members submitting articles of an educational nature with a minimum of 500 words will be reimbursed \$50.00 per published article. Typed copy should be double spaced and sent to the editor at the above address. A 3.5 inch floppy disk may be submitted along with a hard copy in either IBM or Macintosh formats.

All submitted material is subject to editing. Use of all material will be at the discretion of the editorial staff. Articles are accepted on the condition that they may be released for publication in all PSIA/AASI National and Divisional publications.

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V.P.'s Thoughts

BY TIM THOMPSON

"The PRIORITY SYSTEM". When it first hit the locker room at my local area two years ago, it raised some eyebrows, some questions, and I have to admit, a few tempers as well. The bottom line of the new 'priority system' was this: Work will be assigned to those instructors who have shown the highest student return rates with no consideration given to PSIA certification level or years of service. The priority system requires the management at my area to keep a close track on student return rates so that each instructor can then be ranked on a publicly displayed list in the locker room every two weeks. Ouch.

The initial argument from the instructor staff was that if they had worked so diligently to achieve their PSIA and AASI certifications, shouldn't that be of some value to their employer? The answer given by the area's management was this, "You are being granted a higher pay status by virtue of your certification. With your relatively advanced credentials (as compared to those who choose not to participate in PSIA / AASI), you should be able to give better lessons and in turn should be able to increase your student return rate."

Well, as I'm sure you know, our individual freethinking instructors out there were outraged. They felt totally slammed. "After all my loyal years of service, how could my ski area do this to me?"

The Ski School Director didn't cave on this one though. It was his feeling that after a season, it would be evident that those with the certifications would indeed float to the top of the priority system's list. And do you know what? They did. As he showed me the final list at the end of year one, it went almost down the line with PSIA / AASI certification. In other words, those with the higher certifications topped the list and it went on down from there ending with those with no affiliation with our organization. Hurt feelings and other emotional reactions aside, we have to understand that our employers are in the business of making money. If a policy does not make business sense, it's probably not going to be implemented.

So now, here's the good news for us. This member school has figured out a way to require PSIA-Rocky Mountain-AASI current membership in order to maintain the higher rates of pay. In other words, if a prior member has fallen out and has lost his certification, he will have two choices. Re-join and get his certification updated (not an easy task) or accept the lesser pay of a non-certified instructor. Tough choices but it should give every instructor at this particular resort some pause when they think about dropping out of our professional organization.

Personally, I have always been a bit insulted when I have been faithfully paying my dues and attending the required clinics only to have the non-current or un-certified instructor next to me working at the same pay rate. I see this as a welcome change and I hope it is the direction many more of our member schools will take. After all, if we truly believe we are professionals working in a professional status, shouldn't we also hold our certifications in the highest regard? I believe my certifications are worth something. I believe yours are too.

As always, thank you for your membership. Wear your pins proudly and if you need anything from us, please don't hesitate to ask. Contact me at telepilot@sprintpcs.com

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Congratulations

Troy Widener, son of member Melinda Widener, and Patricia Moynihan, daughter of member Patrick Moynihan, are the recipients of this year's Education Foundation Scholarships. They will each have \$500 sent to the learning institutes they are attending to help with tuition, fees, and other expenses.

Form Over Function Have We Gotten Rid of the Concept?

BY GARY WILDE

At the National Academy this past April, my Clinic Leader said to me:

“You ski with your feet a bit too close together”.

This was not the first time that had been pointed out to me. In my defense, I learned to ski in 1950, when the Arlberg method was the way everyone was trying to ski. This technique included the legs and ankles clamped together and operating as one unit. Thus, if I am totally relaxed and enjoying myself, my feet and knees just sort of drift together in the style I first learned. Even though I am now using significantly more radiused skis.

Anyway, when we came down to the plaza at Snowbird for lunch, one of the D-Team members was walking by with one of the New Zealand D-Team guys, and they politely asked:

“How’s it going?”

“Great, but I was told I skied with my feet too close”.

They both looked a little surprised and the New Zealander said: “I’m always working on getting my feet closer together. What difference does it make how close they are if you can use both ski edges satisfactorily?” The US D-Team member echoed that same opinion.

That kind of got me to thinking and I remembered one of the Snowboard examiners saying to me that what he was looking for was the snowboards relationship with the snow, and not so much as to how the rider was making that happen.

Because foot separation is my own personal issue, I expanded my thoughts to another often heard clinic comment:

“In order to engage both edges equally, you need to have your lower legs [shins] parallel”.

While this is a geometric truism, is it totally valid for skiing? Let’s say just for grins and giggles that you ski with the downhill knee touching or close to the uphill leg. Would your shins be parallel? Not unless you have a very weird skeletal assembly. On the other hand, which is the most stable and strongest geometric shape; a parallelogram or a triangle? At the completion of a turn if you have to force your uphill knee to the inside of the turn [towards the snow] to match the edging angle of your downhill leg is your body trying to tell you, as Bill Engvall says, “Here’s your sign”?

Does everyone walk the same? Have you ever wondered how some people can get their hips to roll like that? How much form should be emphasized over a working function? Is a divergence of 2 inches in the separation between ski tracks during a rail-road track turn truly a flaw? An uphill ski edged less than the downhill ski during a smooth, balanced and carved turn; is it really a no-no?

Remember a few years ago when some skiing pundits said that skidding was a dirty word and had no place in our lexicon? I asked one to show me a tight, short radius turn without some degree of skidding. He couldn’t. If you go into a lift line a little hot and throw out a wedge to slow down, try it without a skid...just please be sure I am not in front of you.

The World Cup racers are often cited as an example of what we are looking for in correct form. I have seen a couple of problems therein; one, few of us are World Cup caliber skiers and two, World Cup racers use whatever form gets them down fastest at any point in time and you can see just about any leg, arm, and upper body movements and relationships you can imagine somewhere on the course.

In the concept of Guest Centered Teaching we ask what the person expects out of a lesson, and then we try to tailor an individual lesson to match their expectations with their abilities. I use this technique in my sailing instruction and it works just as well as it does in skiing. It’s a good procedure.

Yet in our exam and clinic programs the instructors are criticized for differences in form although the assigned task is accomplished well. Have we lost sight of Function over Form as one of the bases of the PSIA teaching philosophy?

The bottom line, to use a much overworked cliché, is that the goal of standardization in PSIA instruction must be balanced with allowable differences in individual skiing styles. In this regard, I feel that the snowboard guys have a healthier approach than we skiers. As we teach our clinics and classes -the **outcome** of the task is what is important, and **not one form** to do it.

Gary Wilde is a Level III Alpine and an Adaptive Level I ski instructor at Sunrise Ski Resort in Arizona. (Hey, even though we use a cactus for race gates, we are at 11,000 feet and the snow is pure powder).

Alpine Committee

BY MICHAEL CHANDLER

Here I go again, dreaming of a white winter. Cold days spent in a high alpine world. What new equipment will I spend my good money on? Where will I find the time to get my new boots fitted? It's funny sometimes how quickly my mind can wander towards skiing, even after some forty years. For those of you who do not know, I'm the new Alpine Committee Chair, and this is my first dispatch to you, the membership. After 3 years of passionate and creative leadership, Jerry Berg, our former Alpine Chair has stepped aside. I will look to him for guidance over the next 3 years.

I am excited about being involved with the Rocky Mountain Ed. Staff as we move ahead. I am encouraged by some recent moves by our Board of Directors in the area of finances. We have seen some changes over the last couple of years that have caused much concern within the membership. I have had discussions with ski instructors about everything in our curriculum, from certification to clinics. While everyone seems to have a good idea about how this division can do a better job, one area I'm surprised not to hear much discussion is the training of our Education Staff. While I'm aware that this could be a sensitive subjects the membership, please bear with me. The curriculum we currently offer includes some two dozen different clinics, three levels of certification exams, as well as selections at the clinic leader/examiner level. This all adds up to more events than I can count. These events, both clinics and exams, provide the majority of any member exposure to PSIA. For this the division currently provides three days of training per year, what we call Fall Training. This training is attended at the participant's expense. While I'm of the opinion that it is the quality of the training and not the quantity that is important, I think the division needs to reconsider this approach to training. I'm not prepared to make any specific suggestions, but would like all of you to consider how we can train our staff to ensure the delivery of the very best clinic possible. This will be a focus of mine for my term as Alpine Chair.

Although I could continue on this subject for some time, I want to talk about the Alpine Committee, the dedicated group that actually do the work to implement the ideas. The AC met in May to discuss the coming year and beyond. We are in the process of creating new scorecards for both the skiing and teaching segments of the Lev's 2 & 3 exams. We are attempting to create scorecards that are both easier to use for evaluators and easier to understand for candidates. We are discussing many different approaches and hopefully can finalize this for this coming season. Whatever the changes, candidates can expect to see them well in advance of the beginning of exams in February.

Bob Barnes (now of Vail) has agreed to coordinate the creation of a Skiing Describer document for each of the skiing maneuvers we use in the Lev 3 exam. These new describers will address each maneuver in more detail than what we currently use. Bob has creatively named these new descriptors "Who, What, When, Where, How." These will then be incorporated into the new skiing scorecards. Exam candidates will then be able to reference back to the Describer when reading their feedback from the scorecard. I believe this will go a long way towards tightening up this portion of the exam, a benefit to both examiners and candidates. Look for these by the beginning of the season.

The other order of business for the committee is the curriculum itself. The committee has reviewed the current offerings, changed some that needed updating, eliminated others, and added some new clinics. One to watch for this season is a new racing clinic. Yes, we are trying to start offering a clinic in racing. It should be run in a NASTAR format, and Jeremy is still trying to work out the logistics, but I am confident we can make this happen in the coming season.

I also want to extend my and the Alpine Committee's condolences to Daryle Bogenrief's wife and family. Daryle was one of our newest ITC Examiners. He tragically lost his life this summer raft guiding on the Animas River outside of Durango. His loss is a reminder of how fragile life is. Take a moment this winter to stop during that epic snowstorm and remember Daryle and how lucky we truly are.

That's it for now. I hope you all have a great end to your off season. I'll look for you all in November when we do it all again.



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By TPS Fitness Writer

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PSIA/AASI-Rocky Mountain - Financial Report

BY KEITH GIGLIO

A review of history suggests it's been a long time since we have let the membership know what's going on with the money. We do a pretty good job of collecting dues, and I would offer we try to make good use of the money received. So, let's take a look at where it goes:

Orientation:

PSIA/AASI-Rocky Mountain operates as two non-profit corporations: PSIA/AASI-Rocky Mountain a 501(c)-6 membership association and Rocky Mountain Instructors Association Educational Foundation a 501(c)-3 educational foundation. The reason for the distinction pertains to the special tax qualification of the 501(c)-3. We can receive tax deductible charitable contributions into the Ed Foundation. We cannot receive tax deductible charitable contributions to the Member Association. Generally we run the organization through the Member Association and the Clinics and Examinations are conducted through the Ed Foundation. Approximately half of the Association's operating expenses are paid for by the Ed Foundation, since providing Clinics and Exams constitutes the major activity each year.

PSIA/AASI-Rocky Mountain	<u>2004</u>	<u>2005</u>	<u>Plan 2006</u>
Revenue	\$288,000	\$296,000	\$296,000
Operating Expense	59,000	70,000	77,000
Total Labor Expense	129,000	215,000	285,000
Newsletter	49,000	45,000	47,000
Insurance	23,000	27,000	30,000
Total Operations	\$260,000	\$357,000	\$439,000
Expense to/from Ed F.	0-	26,000	102,000
Net Income	\$28,000	(\$35,000)	(\$41,000)

In 2004 the Association did not have an Exec. Director. In 2005 the Exec. Dir. position was again filled. For 2005-06 the Association anticipates the addition of an Education & Training Manager.

Rocky Mountain – Educational Foundation

	<u>2004</u>	<u>2005</u>	<u>Plan 2006</u>
Revenue	\$541,000	\$587,000	\$667,000
Clinic/Exam Costs	313,000	405,000	327,000
Operating Expense	210,000	156,000	238,000
Total Expenses	\$524,000	\$561,000	\$565,000
Expense to/from Ed F.	0-	26,000	102,000
Net Income	\$17,000	\$ - 0 -	\$ - 0 -

The Association has also developed a reserve account for the purpose of funding long term projects and to serve as a contingency fund in the event of some unforeseen need.

Reserve funds for RM the membership association total	\$164,000
The reserve fund for the Ed. Foundation total	\$306,000

Kid's Konnection

BY SHAWN McDERMOTT

Hi everybody,

Hope you all had a great summer. The water was high, the fish were biting and it always seems to go by so fast. On a children's specific development note, my 8 year old daughter has come to the conclusion that fish are not going to bite her and it is not scary to remove the hook and put them back in the lake. She thinks it's cool! My 3 year old son couldn't quite understand why his fishing pole wouldn't sink when he kept tossing it overboard. After multiple tries to get it to sink, he got bored and moved on. He decided that the hard plastic fish attached to the line would sink and that would work for him.

This leads us to a thought, it's always worth observing children learning and developing through any type of activity during any part of the year. Watch kids of different ages and how they physically move and manipulate things. Listen to their descriptions, concerns and ideas. Compare what observations you make with your present knowledge of children's development. Do they match? I doubt it. We all learn new things from children every minute of every day. So many of today's kid's have progressed way beyond the knowledge that we carried when we were their age. Don't just think about and observe kid's movements and interactions in the winter when it's your job, think about them year round when you can learn things that you may not notice during those cold, winter months.

Lastly, enjoy the moments we have with them, whether they are our own, friends or guests/clients that we are teaching for the first or hundredth time. As ski instructors if we take that extra time to watch and listen carefully, we will be able to reach each and every student with something that they can take away with them. To us it may be a miniscule attempt or success. To them, it may be the highlight of their life at that moment, let's make it the highlight of our life at that moment.

The members of the Children's Education group are looking forward to an exciting winter. We have tweaked our Children's Accreditation event and moved the written test to the earlier afternoon of the first day. This will shorten the long second day we used to have.

We have reformatted the RM Children's Academy. Their will be three days offered, however you may sign up for single day clinics that interest you. You do not have to attend all three days. We are offering more events in the southern district this season. So for those of you who have not had the opportunity to join us in the past we look forward to meeting you this winter. Please read the curriculum guide carefully so that you will find the event(s) that most interest you.

The Children's Education Training Team will be doing a hiring tryout this winter. This tryout is for our membership that has both Trainers Accreditation in any discipline and RM Children's Accreditation. We will be looking for members that will be able to make a very strong commitment to leading, developing and participating in children's specific events within the RM division. The tryout will be January 14 - 15, 2006 at Snowmass. If there are less than 12 applicants we will only have a single day tryout on the 14th. Applications and essay questions will be available from the office. The deadline to apply for this tryout will be December 24, 2005.

That's it for now from the Children's Education group. We look forward to seeing many of you this winter.

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Positions Available Winter Season 2005-06

National Sports Center for the Disabled - Winter Park, CO

Equipment Technician

The NSCD equipment technician supports the equipment assistant and the foreman with shop duties to include the repair and maintenance of alpine and Nordic ski gear, snowboards, mono and biskis as well as associated adaptive equipment. Duties also include but are not limited to ski tuning, mounting, and rental service, driving a snowmobile, guest relations and handling routine inquiries and concerns. Consistently follows policies and procedures set forth in the Employee Handbook.

Customer Service Representative

The National Sports Center for the Disabled (NSCD) Customer Relations Representative works closely with the NSCD Customer Relations/ Office Administrator and Customer Relations Coordinator. This position performs the daily duties of the reservation office in an efficient, accurate and timely manner.

Instructor

The NSCD instructor teaches skiing and/or snowboarding to individuals with disabilities via a private or class format, assists with the instruction involved in the weekly, special, and sit ski programs, and assists in presenting volunteer training clinics.

Daily Duties:

Instructor/Coordinator

The NSCD Instructor/Coordinator oversees specific weekly winter programs including the supervision of volunteer instructors assigned to programs, maintains student and group records, and assigns volunteer instructors to students. The position also includes teaching skiing and/or snowboarding to individuals with disabilities and presenting volunteer clinics.

Recreation Programs supervisor

The Programs Supervisor is a full-time year-round position and is responsible for the supervision and daily operation of specifically assigned winter and summer NSCD programs including the planning, coordination, implementation, and evaluation phases. The position will coordinate at least one weekly program and supervise NSCD instructors, interns, and volunteers as assigned. The Programs Supervisor will also provide direct client services instruction in various programs.

Qualified applicants must have a PSIA Level III certification or a Level II plus 1 other certification in another discipline endorsed by NSCD. Also required is a minimum of three years teaching and therapeutic recreation experience, as well as a current advanced first aid and CPR.

The wage range for this salaried position is \$20,800 - \$30,000 annually. Benefits are included.

Work Dates of Position:

Full-time year-round

Please send a letter of interest stating the position for which you are applying and your resume to NSCD, POB 1290, Winter Park, CO 80482 by September 15, 2005. Contact Beth Fox at bfox@nscd.org or 303-316-1646 if you would like more information or a full listing of requirements and/or benefits specific to a particular position.

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N-Mail

BY JIM SANDERS

Greetings Hello. You have N-mail. Does that surprise you? Or are you just pretending to not think about winter and skiing. We can be honest here. Admit that you've already read a few gear reviews (when no one was looking), and you occasionally steal a longing glance towards where your skis are stored. Good, now we can continue.

First, let me recommend that you either download or call the office and ask for a copy of the newly updated Nordic Handbook. You will find information about Nordic policies and procedures, current certification standards and expectations, and up-to-date info on the teaching and skiing models based on information in the new PSIA Nordic Technical Manual and modern Nordic skiing. The new and improved version of the Nordic Handbook is useful and worthwhile. Check it out.

Along those lines, here's yet another reminder to take a ride on the information super highway to our PSIA-RM website and check out what's in the Nordic zone. There is lots of good and useful stuff you can download quickly and for free by simply clicking and feeding paper into your printer. Whether you are preparing for certification, trying to stay current, or just seeing what's out there, the documents on the Nordic page should help you. We always encourage you to utilize our electronic resources first, but if you don't have computer and Internet access, please don't hesitate to call the office for forms, workbooks, or documents you need or would like to see.

There are some new additions to the Nordic Event calendar this season. The complete listing is in the Curriculum Guide, but here is a synopsis of the new stuff.

Cross Country: "XC Intro to Teaching" was offered for the first time last year, as part of the Nordic Instructor Rendezvous. The course is for anyone who is new to teaching XC and focuses on teaching methodology and ideas, with hands-on opportunities to learn and practice Nordic instruction before the season really gets started. This year it has been expanded to a 2-day clinic. "Skating Beyond Level 3" will feature a guest clinician who is an elite racer and coach. This clinic is a personal skills development course for instructors who are already level 3 and therefore should be fairly accomplished skate skiers and teachers. The new Level 1 Prep clinics are designed to help you prepare for Certification by helping you develop your XC teaching and skiing skills and technical knowledge. These clinics are offered separately from the certification events so participants have a chance to anchor and integrate the skills and knowledge they pick up at the clinic before certification. The clinics are not prerequisites for certification, but are highly recommended to help you prepare for and be successful at certification (More on that later).

Telemark: This year's new Level 1, Level 2/3, and TA Prep clinics are designed to help instructors prepare for the ITCs by providing an opportunity to develop teaching and skiing skills without the pressure of having to complete a workbook or worry about passing certification. These clinics are not required for attendance at Tele ITCs or for Trainer's Accreditation, but will be extremely helpful and are recommended. They were created based on feedback and suggestions from ITC participants from the last couple of seasons.

Backcountry: The 1-day BC Skills development clinics are back. These education-based clinics are fun, highly focused, and provide a great opportunity for skill development, practice, and learning through hands-on experience and scenarios. They will help you improve your backcountry knowledge and confidence, as well as help you prepare for BC Ski Instructor Cert. if you plan to pursue it.

I would like to comment a bit more on some of our new offerings and the changes we've made to our certification requirements, especially in XC. Changing the XC Level 1 format into separate certification prep. and certification events and changing the status of pre-cert. events from prerequisites to "highly recommended for certification" were difficult decisions. Our goal is to offer certification formats that are user-friendly, avoid undue levels of stress for participants, provide meaningful and relevant education for participants, and maintain the certification standards. The Nordic committee uses feedback from event participants and the Advanced Educators producing the events to refine and adjust our programs and curriculum. We do not wish to create more "hoops" to jump through or make certification something that is harder and more expensive to attain. The new system puts more responsibility in your hands to be honest about your readiness for certification and what you need to do to prepare. The standards and expectations for each level of certification have not changed. If you are not familiar with the necessary material, it will be difficult to pass. Taking the Prep Clinics will help you learn more and increase your chances for success.

On a similar note, I wanted to mention clinics and workshops that are pre-requisites for certification or accreditation, but are

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Daryle Bogenrief Scholarship Fund

In honor of Daryle Bogenrief, who was an Education Staff member and recently passed away, the board of directors has created a scholarship fund in Daryle's name.

Daryle began his membership with PSIA/AASI in January of 2001. He passed his level 1 certification on April 20, 2001, his level 2 certification on April 1, 2002, his level 3 certification on April 3, 2003, his trainer accreditation on April 17, 2004 and attained ITC Examiner status on April 7, 2005. He was one of the youngest people to be selected ITC Examiner in recent years.

In his youth Daryle lived in a number of countries abroad, including Scotland, Germany and Turkey. His family settled in Monument, where he graduated from Lewis-Palmer High School in 1998. He attended Fort Lewis College and worked as a guide for Mild to Wild Rafting and was a ski instructor at Durango Mountain Resort and Vail Resorts.

The purpose of this fund is to support a scholarship to help finance the education and/or certification of instructors who have volunteered significant time teaching people with special needs. Members may contribute directly to this scholarship fund by specifying the "Daryle Bogenrief Memorial Fund" when they make their donation. The fund will operate under the PSIA/AASI-Rocky Mountain Education Foundation which is a qualified 501 (c) 3 non profit corporation. Contributions are probably tax deductible for most contributors. Our goal will be to build a fund of approximately \$12,000 to support these scholarships. Your generous support is greatly appreciated.

Because of Daryle's interest in helping returning soldiers to ski, the scholarship will have these qualifications and guidelines.

Applicants:

1. Must be a member in good standing for 1 year before applying for the scholarship.
2. Must have a letter from a Member School verifying a minimum of 100 hours of volunteer time teaching people with special needs.
3. Must complete the application in full.
4. Funds must be used to further education and/or certification in professional ski or snowboard teaching.
5. Grants that are awarded will not be paid directly to an individual.

Nail-Mail


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not "exam prep clinics." These events are indicated in the Curriculum Guide. In the past, many of our clinics focused on preparing members for exams, with education and professional development a fortunate byproduct of the process. We have tried to change our approach to accomplish the opposite. Education and professional development are primary goals, and certification is merely a verification of the skills and knowledge you have acquired and use as an instructor. Clinics that are "prerequisites but not exam-prep clinics" are designed to educate first, focusing on relevant and key skills and knowledge that an instructor will need at that level. These events are purposefully not specialized to exams. This type of event invites a wider audience and is more education based, two very important concepts for Nordic. We have been getting some member input requesting events that focus specifically on preparing for certification. Some of the additions to the Nordic Event calendar address these requests. But I hope this will give you a better idea of the intention behind some of our events. Make sure to read the Curriculum Guide descriptions to get a better idea of what to expect.

Well, fall is in full swing, and I need to start getting ready for winter. I think I have some gear reviews to read, and it's time to get outside while there's still leaves on the trees. Until the next N-mail, you can e-mail N-mail at hugeglide@aol.com or jims@townofbreckenridge.com. See ya!

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The Snowboard World

BY TONY MACRI

I hope all of you have been enjoying your summer. As for us, we have been very busy creating some new products and refining the old ones. Through surveys and a series of discussions with the membership we have been advised of some opportunities to help evolve and develop our curriculum.

Some of the changes that you will notice in the current products are as follows. The Trainer Accreditation prep course is now a 3-day event rather than a 2-day event. The exam portion is also a 3-day event as well.

The level 3 exam now has an air 360 over a small table top jump as part of the required riding maneuvers to pass the exam.

All the preparation clinics for certification will now have a written feedback form given at the end of the event for the participant to take away as a training focus for their upcoming exam.

You will also notice a weather disclaimer on the Freestyle Accreditation clinic descriptor in the curriculum guide. It will state this Please note: If the weather conditions don't allow us to run the event in a safe environment. Then the event will get rescheduled or you will receive a refund for that event.

We would also like to restate that we require everyone who is going to an ITC event to have completed the study guide questions prior to the event. You can find these study guide questions on the PSIA/AASI-RM website. I would encourage you to ask your ski school to download and print them off if you don't have the means to do it yourself.

We have two new events for this year. First, we have created an ITC prep course as a requirement for any Affiliate members who don't have any experience teaching. This will be a 2-day clinic that introduces the participants to AASI-RM terminology and concepts. It will be a prerequisite for Affiliate members who are looking to attend the ITC.

We are also introducing a new Race Clinic this season. This clinic will be delivered with the help of Nick Smith - a former Olympic Snowboard Head Coach. This clinic will be offered once this season at Breckenridge on February 9-10. Please refer to the curriculum guide for more information on this event. Please note that hard plates are not required.

Lastly here is another snowboard tip to think about and play with. Please feel free to contact me with any feedback or questions at skitony@hotmail.com.

Using bumps/moguls to your advantage

When looking down a run that has bumps or ungroomed snow conditions on it, a lot of you may think, "What can I do to get down here and avoid these bumps". Well I say why not use the terrain to your advantage. I'm going to show you how the bumps could actually help you.

First of all, instead of actively flexing our lower body (ankles, knees, hips, and lower spine) in order to absorb terrain, why not take a more passive approach. Allow those same lower extremities to be loose with minimal tension. This will allow your board to ride over the terrain smoothly. Try doing this first in a traverse, then once on heel-side then again on toe-side. If you take the approach as if you are going through a tunnel and you don't want to hit your head. You will notice your lower body moves up and down over the bumps while your upper body stays quite stable. You will also notice that this works as a sequential movement, first your front leg, then your back leg. Again you are trying to achieve board/snow contact at all times, no airtime.

Now you are ready to add in some turns. We want to focus on rotary movements to help us steer our board. We also want to try to keep these movements initiated through our lower body rather than our upper body. Similar to

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Snowboard World

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the flexion/extension movements, we want to try to keep our upper body stable to help maintain balance. We have several options to create steering movements in our lower body. I suggest trying to utilize a rotation of your front femur in your hip socket. Using your front knee as a guide, while your front leg is slightly flexed move your knee forward (towards the tip of your snowboard) and then in a counter clockwise semi-circle motion. This is an effective way to steer our board to its heel edge. Do the same move (towards the tip of your snowboard) but in the opposite direction (clockwise semi-circle) to steer the board onto its toe-side edge. As far as what to do with the back leg, well I like to think of an analogy such as a truck and a trailer. The truck steers the trailer, hence the back leg follows the front leg.

You will notice that it's much easier to use your knee as a guide only when your leg is slightly flexed. This is where we start to use the terrain to our advantage. Similar to before when you were allowing the bump to push the board up underneath you, now as your front leg begins to flex over the bump, add that front leg steering movement. When done effectively you will be able to manage your speed and even start to take more creative paths down that bump run rather than just the one that presents itself.



Colorado Ski Country USA Announces Annual Industry Award Winners

Denver, Colo. – June 15, 2005...Colorado Ski Country USA (CSCUSA) recognized the Annual Colorado Ski Industry Award winners at the 42nd CSCUSA Annual Meeting and Forum in Telluride, Colo., last week.

The awards have become tradition for CSCUSA to recognize leaders in the ski industry for their hard work, dedication, and innovative contributions to the Colorado ski industry.

“We are very happy to honor these individuals who make such a difference behind the scenes,” said Rob Perlman, President and CEO of CSCUSA. “These individuals truly shape the Colorado skiing experience. Our slopes are the best anywhere to ski and ride because of their hard work and dedication.”

Each year, coaches, resort supervisors and managers nominate outstanding candidates from their resort. Then, the CSCUSA committees of judges* choose award finalists based on an application letter and interview. Final judging criteria includes professionalism, dedication, contribution, leadership and attitude.

CSCUSA Annual Industry Awards are awarded to recognize the year’s best performers in the categories of Slope Groomer, Snowmaker, Terrain Master, Ski Patroller, Instructor, Adaptive Athlete, Male All-Star Athlete and Female All-Star Athlete.

This year, in addition to the Annual Industry Awards, CSCUSA named a Lifetime Achievement Award Winner. The Award was presented to Jerry Groszold at the CSCUSA Annual Snowmaking and Slope Maintenance Conference and Trade Show in Grand Junction in April.

This year’s winners are as follows:

LIFETIME ACHIEVEMENT AWARD

Gerald (Jerry) Groszold

Jerry Groszold, a native of Denver, has been a fixture in the Colorado ski industry for more than half a century. Introduced to the sport at age 5, he soon had an enviable record in downhill and jumping competition. In 1957, he transitioned from seasoned athlete for Winter Park, to innovative team leader when he, along with Harold Sorenson and Marvin Crawford, took over the jumping training program that produced more members of the U.S. Ski Team than any other program at the time. Soon, he was elected to the Winter Park Board of Trustees in 1959 and was named as president and CEO of Winter Park in 1975. Under Groszold’s guidance, many innovations were initiated at Winter Park, but none more important than the program for handicapped skiers. Winter Park, under the direction of Jerry, has opened the door to the world of skiing for the handicapped on a scale never imagined at the program’s beginning, and has given thousands of disadvantaged athletes the thrill of skiing. In 1986, he was inducted into the National Ski Hall of Fame and in 1987 he was inducted into the Colorado Ski Hall of Fame.

SLOPE GROOMER OF THE YEAR

Britt Bishop- Night Crew Foreman, Beaver Creek Resort

Britt has worked for Vail Resorts for 23 years. He started out as Holiday Help on the Winter Trail Crew. Two years later, he joined the Beaver Creek Grooming Department and in another two years was promoted to Night Crew Foreman, a job he has held for the last 19 years. He started out winching in 1988 on a LMC Anchor Man. He has operated LMC’s, Prinoths, Bombardiers, and Pisten Bullys. After 21 years of grooming in the winter and heavy equipment operating in the summer, Bishop has extensive knowledge of the trail and weather conditions. He applies this knowledge every shift and offers the customers the best product he can produce.

SNOWMAKER OF THE YEAR

Tony Wertin- Snowmaker Stage IV, Breckenridge Resort

Tony’s tenure with Breckenridge Snowmaking has involved five years as a snowmaker and this was his first season as a groomer. Throughout his career, Tony has been a strong asset to his department. Tony leads by example and is well respected by his peers. He enjoys the challenges and diversity that come with the job and always looks for ways to improve the department, as well as the resort’s success. To do the job in a safe and efficient manner and meet departmental goals is a top priority for Tony. He knows the importance of managing the system to its fullest potential while at the same time maintaining quality snow consistently.

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TERRAIN MASTER OF THE YEAR

Dan Ramker, Terrain Park Groomer, Beaver Creek Resort

In 2000, Dan began in Beaver Creek Cat Operations by hauling sleds full of people to an on-mountain restaurant. Taking an interest in Grooming Operations, he took the initiative to stay late after his sled shift to learn and help the grooming crew. He picked up grooming quickly and shortly after he was moved to a full-time grooming position. The following summer he received a grooming position in Treblecone, New Zealand and has worked there for the past four summers as the Terrain Park Supervisor, a winch cat operator, as well as working with the ski patrol and with snowmaking operations. At Beaver Creek, he has moved up to 2nd in command of terrain park operations, becoming an excellent park builder, pipe cutter, and winch cat operator in his five seasons at Beaver Creek. Dan is very well liked by the crew and has turned into a great snowboarder – riding, testing and enjoying his product everyday.

SKI PATROLLER OF THE YEAR

Susie Nothnagel, Breckenridge

“Susie has been a member of the Breckenridge Patrol for the past seven seasons. She has attained the highest level of skill in all areas of patrol. Her upbeat personality is a positive influence to everyone with whom she works. She is a “see and do” patroller and is always willing to lend a hand in any situation. One of her many strengths is her ability to execute her advanced medical training skills. Susie has been an EMT Intermediate since she was hired as a patroller. She is constantly called to the most serious accidents because of her advanced training. Susie was promoted to Accident Investigators two years ago. She is well respected by the Risk Management department and Vail Resorts legal council. She is dedicated and committed to the continual improvement of the Breckenridge Ski Patrol.”

-Kevin Ahem, Ski Patrol Director, Breckenridge

INSTRUCTOR OF THE YEAR

Todd Metz, Winter Park Ski and Snowboard School

“Todd worked as a top instructor at Winter Park/Mary Jane for over 25 years! His performance consistently ranks him among the top three instructors each year. His request rates with guests are always among the highest on the staff. His contributions as a core trainer have contributed greatly to the overall improvement of the staff’s Guest Centered Teaching skill. He is an excellent role model in every facet of his job. His abundant positive energy provides inspiration and motivation to all of his students as well as many of his peers. His energy comes from an awesome place in the fact that skiing and teaching skiing are a huge piece of his “life force”. Todd is a highly respected leader who is looked up to through out all of the ski school, and is very well liked by all who know him. One of his largest strengths is that he cares; he has a huge heart and is very outwardly focused on supporting the needs of his clients and his peers.”

-Bob Barnes, Winter Park Ski & Snowboard School Director

ADAPTIVE ATHLETE OF THE YEAR

Matt Feeney, Adaptive Adventures, Winter Park

“Matt’s skiing career has been diverse. He started as an adaptive student in 1989 learning to ski at Winter Park following the recovery from his accident. Later, he became a ski racer and medaled in the 1993 National Disabled Ski Championships before making the decision that instructing was more to his satisfaction. He became the Sitski program coordinator at Winter Park’s National Sports Center for the Disabled for nine years before embarking on his own start-up of Adaptive Adventures with his co-founder. He is one of a handful of adaptive skiers who have passed a level 2 PSIA adaptive exam. He has assisted many with training in the monoski, biski, and the new dual ski. His knowledge in adaptive equipment is very vast; he has tried everything. The positive qualities in Matt are numerous. Not only is he a great skier, he is a great human being. He is also willing to share his personal experiences about having a disability. He articulates himself well and is enthusiastic, dynamic, and funny. Students, instructors, volunteers, and kids love him.”

-Colleen Trout, Executive Director, Telluride Adaptive Sports Program

MALE ALL-STAR ATHLETE OF THE YEAR

Drew Roberts, Steamboat Springs Winter Sports Club

“Everything in Drew’s life is dedicated to becoming the best athlete he can be, to reaching his goal of making the U.S. Ski Team in Alpine competition. Based on his results from this season, his goal came true at the beginning of May when he was named to the team. Drew’s season was highlighted by a victory in the Nor Am slalom at Sunday River in January. This win came against many U.S. and Canadian national team athletes who were in attendance. Drew is a leader in the Steamboat Springs Winter Sports Club and many of the athletes look up to him and admire him. He is an exemplary role model for young athletes.”

-Darlene Nolting, RMD Competition and Division Manager

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Can You Make Me Ski Like Bode?

BY MATT CARROL & JIM COOPER Double Diamond Ski Shop - Vail

Every one of us who has taught skiing has heard it over the years: “I can’t buy a left turn.” “I’m really good on the groomers, but I have trouble on bumps and powder.” “I fall into the back seat when it gets steep.” Or you’ve had a client that takes lesson after lesson, only to achieve the same level they started with. Does this sound familiar? Well, all hope is not lost. Balance and alignment are key factors that can make or break the skiing experience. It is quite possible that your expertise as a ski professional alone may not be enough to help your client reach that next level. It is possible to take that person to the next level and beyond with the help of a qualified bootfitter that specializes in balance and alignment.

Assess

the age of your client’s boots. New technology skis need new technology boots. Ask them if they ski with a custom footbed. The footbed is the foundation for solid balance and alignment in the boot. Next, look at the ski and binding setup. Too much or too little forward angle can make it impossible to help that client reach their desired level. Proper balance and alignment can make your job easier. Most skiers that get on an alignment stand benefit from even a slight adjustment. Sometimes the smallest equipment changes can have a big impact in the overall ski experience.

Fore/Aft Alignment:

With the shapes of modern skis, it’s much more important for skiers to be balanced on the snow. Today’s skis are designed to be skied much more laterally (side to side) than in the past. Older technology required much more tip pressure, resulting in a very forward stance. On today’s skis, the ideal center of gravity of the skier should be very neutral (in the center). For the most part, the majority of skiers are forced too far forward in their stance. This is caused by a combination of boot forward lean, binding delta angle, and boot ramp angle. All of these factors contribute to the skier’s position on the ski. A specialty ski shop with custom bootfitters will be able to analyze these factors, and make the necessary changes to create a better skier through a better stance.

Canting:

Once the fore/aft alignment is dialed in, the canting can be addressed. Canting is the relationship of the knee to the ski boot midline. Even a slight canting adjustment to someone who is out of lateral alignment can result in huge performance gains. With today’s skis, the canting should be neutral, just like the fore/aft alignment. In the past, the general rule was that the center of knee mass should be about 2 degrees to the inside on the boot’s midline. With shaped skis, however, the knee mass should be 0-1 degrees inside of the boot’s midline. Again, a specialty ski shop with custom bootfitters can analyze and correct most canting issues.

The bottom line is: clients come to you because of your expertise as a ski professional. They expect you to make them better skiers. Proper balance and alignment are tools you can use to help make them better skiers. You could be the instructor that finally gets them to the next level with the help of your local shop that specializes in proper boot fit and alignment.

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FEMALE ALL-STAR OF THE YEAR

Eliza Outtrim, Steamboat Springs Winter Sports Club

“Eliza is a dedicated freestyle mogul skier. This past season she earned a U.S. C team spot from her Nor Am competition results. She is currently attending Colorado College and skis with the Steamboat Springs Winter Sports Club. She overcame a knee surgery two seasons ago and has managed to climb to 7th on the latest National Points List. Her best finish this season was winning the Nor Am in Killington, Vermont. She was second in the Grand Prix Nor Am standings. She dedicates the winter term to full-time skiing and trains in the summer in Canada and New Zealand. She is always striving to be the best and has an extremely positive attitude.”

-Garth Hager, Head Freestyle Coach, Steamboat Springs Winter Sports Club

*The Slope Groomer, Snow Maker and Terrain Master awards are judged by the CSCUSA Snow Conference committee made up of 15 resort representatives. Judges for Patroller of the Year include: Roc Beaver, Ski Patrol Rocky Mountain Division - Eastern, Julie Rust, Vail Resort Director of Ski Patrol, and Allen Auten, Ski Patrol Rocky Mountain Division - Alumni. Judges for Instructor of the Year include: Charlie Farnan, Crested Butte Ski and Snowboard School, Bob Barnes, Director of Winter Park Ski and Snowboard School, and Paul Ruid, Former Director of Aspen Ski School and former Alpine Chair and Chief Examiner for PSIA-RM. All-Star Athlete judges include: Bob Dart, Winter Park Competition Center Director, Andy Wise, and Phil Hobart.

First Impressions-New Board Members

BY JOHN ANDERSON - BOARD MEMBER-SOUTHERN DISTRICT

Honestly, I did not know what to expect attending my first meeting as a new board member for PSIA-RM. I have been an instructor for only 5 years and am currently working on my level 3 certification. However, I care greatly about our profession, and, having over 35 years experience in business and non profit management to draw upon, I decided to seek election to the board.

The summer workshop, August 13-14, was my first meeting, and what a pleasant experience it was. As many know, the workshop is a two day event where major issues and strategies are discussed and decided. Some first impressions:

1. I encountered a board with diverse backgrounds and experience, but each shares a love for our sport and a commitment to try and make it better for our members and our clients.
2. While not always in agreement, each person is allowed ample time to present their opinion before a decision is made.
3. All disciplines (Alpine, Snowboard, Nordic, Adaptive, Children) are well represented and afforded time to present progress and proposals for the future.
4. There is great value and appreciation for suggestions and recommendations from members. Each letter received is discussed with care and concern.
5. We made some significant decisions. Among them...agreed to hire an education and training manager to improve consistency and quality in our courses; approved a cooperative marketing plan with Colorado Ski Country USA and Ski New Mexico; approved producing Adaptive and Nordic videos, discussed an excellent 5 year Snowboard plan; and reduced the cost for Alpine level 3 maneuver retakes.

While we felt good about the progress made at this meeting, we left knowing that many challenges and opportunities await us. How do we reach out to and provide better service to all segments of the skiing public? How do we provide more value added for our members? How do we achieve better balance between teaching and maneuvers in the certification process? How do we do a better job listening to and encouraging input from our membership? How do we help all members, regardless of their skill and experience level, enhance their professionalism?

What a satisfying and instructive first impression. I appreciate the opportunity to serve on your board and I look forward to the next three years with optimism.



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In Memorial

Robert Mann Correy

Robert Mann Correy, of Boulder, died in a motorcycle accident Saturday, Aug. 20, 2005, in Longmont. He was 74. Mr. Correy moved to Boulder in 1964. He earned a forestry degree from Colorado A&M in Fort Collins and an electrical engineering degree from the University of Colorado. He served in the U.S. Army with the 11th Airborne Division during the Korean conflict. He worked for IBM and StorageTek, and as a software engineer at Exabyte Corp. He was also a fully certified ski instructor who worked full-time for the last two years at Eldora Mountain

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Education and Training Manager

Sometimes it looks like the only constant is change. Well, more change is afoot. The Association has long recognized that we want to do more than we have time and resources to accomplish. This is never so true as with the development of our educational programs and certifications. Hence, the board of directors has created a new paid staff position for the Association: Education & Training Manager.

Recruiting for this position was initiated immediately after the board meeting in mid August. It was posted on the website for PSIA/AASI-Rocky Mountain and the national website (www.psia.org) right away. Several other divisions have posted it as well. And, we sent an email solicitation to as many members for whom we had valid email addresses. The ad is shown later in this issue with other employment opportunities. If you are interested in being considered for this new and important job, please send your resume. We hope to fill this position in the beginning of October.

In addition to the job description, we have characterized the scope of the background we think will make for a successful candidate.

Familiarity with PSIA/AASI-Rocky Mountain and its current educational and certification processes.

Knowledge of the relationships of the membership, the snow sport schools, the board of directors, the division office staff, the staff of advanced educators, the discipline committees, and the snow sport industry.

A working knowledge of educational approaches for training active sport instructors including curriculum development, training needs assessment, use of online and program learning methodologies, role of video instruction, testing and verification techniques.

Leadership - Consensus building - Diplomacy as they pertain to creating a newly defined role in an existing organization.

If you have ideas of how we can be more successful with our educational and certification programs, please let us know.

The one thing.....

BY MARK J. TURI

It's that time again. Time to start preparing to get our ski legs back. Time to build on all our summer training (you did train this summer?) and get ready for this seasons glorious runs.

It time to take stock in how we've done things in the past and assess how we can improve. So I pose the question to you: what would you change this season to be a better instructor and more importantly what would be the result of that change?: more customers, more returns, higher return rate, more income, all of the above. So what is the one thing you would change? I hope you use this to truly assess your approach and identify what you might change. Well I suggest we take the lead of New York Times best selling author Tim Saunders in his book "The Likeability Factor". We would all strive to be more likeable. I know what you're thinking ... that's like saying I'm going to be taller this season. In fact I have to admit I have said in the corporate world: "This is not a popularity contest, you don't have to like me you just need to look at my results"

It is time to re look at this philosophy after all we buy from those we like, students learn more from teachers they like. Whether its in the class room, the locker room or the board room people respond to people they like and enjoy being around. So I ask if you were more likeable what would it mean to you: more assigned students, more returns, more requests, and more money?

Throughout Tim's book he refers to countless studies, surveys etc that prove likeability pays. One such reference was from Michael Delucchi of the University of Hawaii. ([The Likeability Factor](#) Pg 55) He conducted an extensive survey of student's evaluations to investigate the link between liking and learning. Delucchi found that students who rated their instructors high in likeability, reward the instructors with high ratings in teaching ability. Likeability was the strongest predictor of the student's overall ratings. So what would this mean in terms of more closely relating to our students, meeting their goals, having them ask for us again and how big they may tip us?

A student teacher relation is not the only area that being more likeable offers rewards.

The relationship between work environment and success is well documented. The more we like our bosses the more likely we are to go the extra mile, take that difficult student, take the early private etc. because we want to make them look good. The more they like us the more likely we are going to get the good assignment, or get the appraisal we need for a raise.

So what is the one thing you would do this year to be a better professional? Tim Sanders New York times best selling author and I both suggest be more likeable and see how it affects your results.

[The likeability Factor](#) by Tim Sanders Crown publishing 2005 a division of Random House.

VAIL AND BEAVER CREEK SKI & SNOWBOARD SCHOOLS ANNOUNCE NEW TRAINING POSITIONS

VAIL, Colo., — Sept. 2, 2005 —The Vail and Beaver Creek Ski & Snowboard Schools recently announced four new training positions as a result of continued growth in both schools over the past few years. With more than 1,700 instructors between the resorts there is a strong commitment to provide top-quality training so that instructors are the most highly trained pros in the world, equipped with the latest in innovative teaching methods. Both schools are dedicated to delivering a guest experience beyond a traditional lesson and the new training positions will allow a stronger focus on the development of staff education and training in all disciplines and age groups for alpine, snowboard and Nordic.

In Vail, Brian Blackstock has been named the training and communications manager and Carol Levine has been named the project leader for the "Focused Learning System", which is a new teaching method targeted at adult learners. Blackstock is a long-time Professional Ski Instructors of America (PSIA) examiner with advanced education and business-consulting experience focusing on team building and communication. Levine, also a PSIA examiner and former two-term member of the national demo team, has been with the Vail Ski School for 13 years, where she is noted for producing the teaching handbook series, private lesson guidebook and Her Turn women's workshops in addition to a number of other teaching models and programs.

"We are very excited to have Brian's level of expertise leading our training department and that Carol is assuming the leadership of the Focused Learning research and development project," said Dee Byrne, director of the Vail Ski & Snowboard School. "Our commitment to our staff is to provide the best training program in the industry."

Beaver Creek's new training team includes product managers Robert Mahan and Stacey Gerrish. Mahan is an experienced examiner with PSIA, with a broad background in adult and children's programs as well as resort operations. He previously served as the ski school director at Snowshoe Resort. Gerrish's role broadens this season to include the development of the fall training curriculum and calendar while also continuing to work on new handbooks for the Vail and Beaver Creek Schools. As a PSIA Children's Education Training Team Member she also conducts clinics and children's accreditation exams. Both represented Beaver Creek in the Swiss Demo Team Championships and together will develop the training for Beaver Creek's adult and children's ski and snowboard schools.

"As we continue to expand our training effort, we are truly fortunate to have two training managers the caliber of Stacey and Rob joining forces with Brian and the team at Vail," said Jim Kercher, director of the Beaver Creek Ski & Snowboard School.

For more information on the Vail Ski & Snowboard School call 970-479-4330 or visit vail.com and for Beaver Creek call 970-845-5300 or check out beavercreek.com.

Extra savings for Professional Ski Instructors of America members from Avis.



Pontiac Grand Prix

Simply present this coupon.

As a Professional Ski Instructors of America member, you can save big every time you rent from Avis by using your Avis Worldwide Discount (AWD) number **T453600**. And now you can save even more! Through **Dec. 31, 2005**, you can enjoy a free weekend day. Simply provide coupon number **TUGA872** when making your reservation, and be sure to present this coupon at check-in.* Try Avis and you'll agree that our We try harder® service makes your rental experience fast and easy.

For reservations, see your travel consultant, log on to avis.com or call Avis at **1-800-831-8000**

To save every time you rent, always provide your Avis Worldwide Discount (AWD) number **T453600**

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*Please see coupon for complete Terms and Conditions.

FREE WEEKEND DAY

To enjoy this offer, see your travel consultant, visit us online at avis.com or call **1-800-831-8000**. Be sure to provide coupon number **TUGA872**. Offer valid through **12/31/05**.

Terms and Conditions: Coupon of one weekend day free of the fully itemized charges applies to the third consecutive day of a minimum three day weekend rental on an Intermediate Group C1 through Full Size 4-door Street Car. Weekend rental period begins Thursday and ends Sunday 11:59 pm, or a higher rate may apply. Coupon must be accompanied at time of rental, can be used and cannot be used for one-way rentals. May not be used in conjunction with any other major promotion or offer, except with your member discount. Coupon valid at participating Avis locations in the contiguous U.S. and Canada, except the New York Tri-State area. Advance reservation is required. Offer may not be available during holidays and other blackout periods. Offer may not be available on all days at all times. Cars subject to availability. Rental must meet Avis age, driver and credit requirements. Taxes, destination inventory fee, customer facility charge and other surcharges may apply. In CA, customer facility charge is \$100/contract. Rental must begin by 12:01 AM.

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Adaptive Committee

BY JIM HAHN

The adaptive committee has been busy this summer working on several new things for this season. Two of these new additions are:

- removing the time limit on allowing Level I certification (old to new requirement), and
- introduction of a new adaptive Nordic certification tract.

To help individuals who are contemplating the continuation of adaptive certification, the adaptive committee has decided to lift the deadline to accommodate the current certification track. Now, there is no time limit for taking your old Level I certification in one discipline and having it convert over to the new process for Level I and moving on to complete your Level II certification. If you want to continue to pursue your Level II certification, you will need to complete the second half of the module that you do not have. You will not have to take the functional skiing module since you completed that requirement under your old certification. You will need to demonstrate good skiing skills through good open parallel (no stem or step to initiate your turn), assists and must be familiar with the skiing, teaching and technical skills through skier level 6. If your personal skiing skills do not meet standard, you will be failed for safety. We maintain the high level of skiing, which directly relates to safety for our clients.

Whether you choose to continue with your certification process, or not, the Level I certification that you currently hold will always be in effect. Just maintain your PSIA-RM membership requirements and you have a current, valid, Level I certification. Candidates participating in an exam, who have already passed a Level I in one discipline, will need to participate in the whole exam day. You will be asked to be involved in both disciplines covered in that exam to keep group dynamics flowing. You will be scored only on the discipline that you need to fulfill to complete a module and your personal skiing.

Once the second half of the module is completed you can add the other modules, if you have not already done that and you will be Level II cert. There is no time limit on completing the Level II cert process, as long as you maintain your membership, complete the requirements and meet the standard for certification.

In general, we have had great response to the new format for adaptive certification, with increased participation and interest all around. We hope that the 'no time limit' revision will make it easier to stay in the certification process and/or keep current for our adaptive instructors who are already certified under the old system.

Introduction of a Nordic Adaptive Clinic. The second exciting update for adaptive is the addition of a Nordic Adaptive clinic (and eventually, certification) product. Just about all of the adaptive programs that I have visited in the RM region are teaching Nordic skiing or are closely connected to an adaptive Nordic program. Listening to our instructor requests has created the need for this added adaptive direction. Last season, I began putting together a plan for the development of a Nordic adaptive discipline. The goal is to assemble a common approach to Adaptive Nordic teaching, technical and skiing based on the successes and ideas from existing Nordic and adaptive programs and certification products.

The beginning of this process will be a two day adaptive clinic focused on cognitive and visual impaired skiers. We will explore adaptive methods of teaching, equipment, safety and guiding Nordic skiers. This first clinic is currently scheduled for early March at Eldora Mountain Resort. We will use this clinic as a prototype event. Results and inputs will be used to shape future events.

Watch for the Curriculum Guide this fall for specific dates and information for this first ever event. Our hope is to continue to fully develop an Adaptive Nordic product for training clinics, and certification exams. The expected outcome is to recognize this very popular aspect of adaptive skiing and offer more consistent, in-depth, professional training, and certification. In the end, we will also add more value for our customers.

Let me know if you have any questions. Contact Jim Hahn at hahnco@comcast.net.

Ski you later.....Jim

Jobs



Angel Fire Ski and Snowboard Schools are currently accepting applications for the following positions:

PSIA Level 1, 2, and 3 certified Ski Instructors

AASI Level 1, 2, and 3 certified Snowboard Instructors

New Ski and Snowboard Instructors

Angel Fire offers competitive pay, great training opportunities, and limited employee housing. Please fill out an online application at www.angelfireresort.com or mail your resume to:

Angel Fire Resort
Attn: Ski and Snowboard School
PO Box 130
Angel Fire, NM 87710
505-377-4287



Experienced Adaptive Ski Instructor

Challenge Aspen is seeking qualified instructors for its adaptive ski program. Applicants must be team players, flexible and willing to work with persons having various disabilities in a one-on-one lesson environment. Alpine and Adaptive Level I PSIA or ISIA certification preferred. Pre-employment drug testing is required.

Please send resume and references to:
Challenge Aspen
P.O. Box M
Aspen, CO 81612
Attn: Sarah Williams
970-923-0578

CLUB MED CRESTED BUTTE

Club Med the Original All-Inclusive Resort is NOW HIRING Certified Ski and Snowboard Instructors for the upcoming winter season 2005/2006 for our Crested Butte, CO Location!

Employment terms include Transportation, On Site Room, Meals, Healthcare Coverage, Monthly Salary, and Use of Resort Amenities!

For more information visit us at www.clubmedjobs.com Email your resume directly to Mary.Thomas@clubmed.com



SKI & RIDE SCHOOL OPPORTUNITIES!

Adult and Youth Snowboard Instructors
Adult and Youth Ski Instructors
Go to www.coppercolorado.com for details and to apply.
Call 970 968 3060 with questions.



Teach in the Sunshine of New Mexico

Ski Apache Ski and Snowboard School is looking for quality Snowsports instructors

Extremely Competitive Wages
Training from in-house PSIA-RM Ed. Staff
Large Customer Base
Great Town with Low Living Cost
Moderate Climate
Friendly Environment
Excellent Skiing and Riding
Sound good?
Contact Scott Goeller at sgoeller@skiapache.com or 505-336-4356, ext 220



Keystone has openings in key Management/Supervisory positions

Please send resume to:
KeystoneUniversity@vailresorts.com



American Association of Snowboard Instructors
Professional Ski Instructors of America
www.aasi.org | www.psia.org
Rocky Mountain Division

Rocky Mountain Division of PSIA/AASI seeks a highly qualified professional to fill a newly created position of Education & Training Manager (ETMgr).

Resumes are being solicited from qualified individuals to strengthen the educational offerings of the division in all disciplines with 70 % attention given to Alpine. The ET Mgr will assist in the development of curricula, work for the successful execution of educational clinics and examinations, and help to develop division level training materials. Ideal candidate has an Education Degree. Experience in training needs assessment, curriculum development, and training/education methodologies, specific to sport related professions, PSIA Examiner, Divisional Clinic Leader or trainer are a definite plus.

This is a full time position with salary and benefits. The preferred location is Steamboat Springs, Colorado. Other options will be considered. The position will be filled by October 2, 2005, with events for the current season beginning in November, 2005. Please submit your resume and expression of interest to:

Selection Committee
PSIA/AASI-Rocky Mountain
P.O. Box 775143
Steamboat Springs, CO 80477
Or email to: Info@psia-rm.org

Jobs *Job Opportunities Continue from page 22*



JOIN OUR DYNAMIC TEAM OF SKI/SNOWBOARD INSTRUCTORS
Excellent Training program, incentive based pay system and an exceptional mountain to work and play on.

Steamboat Ski & Resort Corporation is looking for the following positions for the upcoming winter season:

- Kid's Vacation Center (KVC) Supervisor.
- Supervisor - Rough Rider Kid's Ski School.
- Training Supervisor.
- Certified Ski Instructors.
- Non-Certified Ski Instructors.

KVC Ski Instructors for pre-school children.

Visit our website at www.steamboat.com and look under employment or call:

Human Resources Steamboat Ski & Resort Corporation at 970-871-5132

We Are An Equal Opportunity Employer



Have We Got the Job for You!
Do you like to rip it up?
Do you work well with kids?
Do you like to visit great ski locations?
Are you a kid at heart?

Sunrise Park Resort is seeking a Junior Race Coach and Ski Instructor

Qualifications:

- Alpine Level III Certified
- Junior Coaching Experience
- Recent Racing Experience-racer or coach
- Good organizational and teaching skills

Salary (with housing)....very competitive!

Contact us: skischool@sunriseskipark.com



Are you looking for new challenges and professional growth?

We are hiring Certified Alpine, Snowboard, Nordic and Adaptive Instructors for

the 2005-2006 season. Teach at Vail or Beaver Creek and be part of a team that enjoys exceptional teaching and training opportunities. We offer programs for Alpine Adults; Alpine Children (7 - 14 & 3 - 6 years). Snowboard Adults and Children (7-14 years); Nordic and Adaptive.

PLEASE CONTACT US AT:

Vail and Beaver Creek Ski & Snowboard Schools
P.O. Box 7 V36 (Vail) OR P.O. Box 7 B36 (Beaver Creek)
Vail, CO 81658

Ph: 970-479-4303 / Fax: 970-479-4377

Website: www.vailbcschools.com

Beaver Creek Domestic Applicants: cpoeschel@vailresorts.com

Vail Domestic Applicants: jspero@vailresorts.com

Vail/Beaver Creek International Applicants:

cmaletta@vailresorts.com

Full and Part Time Positions Available
With Excellent Benefits / EEO/AA



Sunlight Mountain Resort seeks Children Center Director who is energetic, organized, and hard working with customer service skills.

Enjoys working with children and adults in a resort environment. Must have level 2 or higher alpine PSIA certification with computer and management skills. Job duties include hiring and training of staff, scheduling and payroll. EOE. Please contact Joe Sims at 970-945-7491 ext. 228.



Winter Park Ski and Snowboard School Employment Opportunities!



The Ski and Snowboard School at Winter Park Resort is hiring for several management and supervisory positions.

Please visit the employment page at

winterparkresort.com

to review current job postings and submit an application!

Feel free to contact us at (970) 726-1553 with any questions you may have.

From Instructor to Instructor Newsletter Policies and Rates

The official newsletter of the Rocky Mountain Division is published four times per year with an average circulation of 6000. The schedule for submission of articles and advertisements is listed below:

ISSUE	SUBMISSION DEADLINE	DELIVERY
Fall	August 10	September
Winter	November 10	December
Spring	February 10	March
Summer	May 10	June

CLASSIFIED AD RATES

- Σ Classified rate for members is \$15 for up to 200 characters, and \$2.00 for each additional 50 characters. Maximum ad length is 400 characters.
- Σ Classified rate for non-members is \$30 for up to 200 characters, and \$4.00 for each additional 50 characters. Maximum ad length is 400 characters.

DISPLAY ADVERTISING RATES

- Σ Ads submitted must be camera ready or in digital format.
- Σ All ads will be printed in black and white only.
- Σ No ad cancellations will be accepted after the submission deadline.

Size	Price	Width x Height
1/12 page	\$60.00	2.5"x 2.5"
1/8 page	\$90.00	2.5"x 3.75" or 3.75"x 2.5"
1/6 page	\$115.00	2.5"x 5.0" or 5.0"x 2.5"
1/4 page	\$175.00	2.5"x 7.5" or 7.5"x 2.5" or 3.75"x 5.0"
1/3 page	\$220.00	2.5"x 10.0" or 5.0"x 5.0" or 7.5"x 3.35"
1/2 page	\$330.00	5.0"x 7.5" or 7.5"x 5.0" or 3.75"x 10.0"
2/3 page	\$420.00	5.0"x 10.0" or 7.5"x 6.67"
3/4 page	\$475.00	7.5"x 7.5"
Full page	\$600.00	7.5"x 10.0"

* Inserts, colors and special arrangements quoted upon request.

* All ad prices are quoted per issue.



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Correction

The following people's names were unintentionally omitted from the summer newsletter.
 We offer our congratulations to them:

- Telemark Level 2 at Purgatory:** Courtney Diehl
- Alpine Level 2 at Vail:** Bruce Stolbach
- Alpine Level 2 at Taos:** Sam Jones, Sergio Boyle
- Snowboard Level 2 in PSIA-A:** Scott Berger

Board of Directors Ballot Applications

It's that time of year again. Four board positions will again need to be filled for the 2006-07 year. Your applications are due by November 10th 2005. You will find the application form on the website: www.psia-rm.org. Or, you can call the office to obtain a copy by mail or fax.

PLEASE INDICATE STATUS

- ALPINE
- NORDIC
- NORDIC DOWNHILL
- SNOWBOARD
- ADAPTIVE
- INACTIVE
- EMERITUS

MEMBER NUMBER _____

DATE _____

ADDRESS CHANGE: Are you receiving all of the PSIA-RM mailings? If you have changed your *permanent* address, please complete the form below and mail to the PSIA-RM Steamboat office.
 The RM office will update your records with PSIA.

NAME _____

PREVIOUS ADDRESS _____

PRESENT ADDRESS _____

HOME PHONE _____ WORK PHONE _____

SKI SCHOOL _____ EMAIL _____