

2021 PRESIDENT'S REPORT

Brief Financial Summary

	2021	2020	2019
Operational Income	\$549,205	\$308,245	\$836,889
COVID Grant Income	\$19,200	\$172,900	n/a
Total Income	\$568,405	\$481,145	\$836,889
Total Operating Expenses	-\$451,599	-\$439,776	-\$927,447
Net Profit	\$116,806	\$41,369	-\$90,558

Course and Exam Participation

Event Type	Aus 2021		Aus 2020		Aus 2019		2020-2021% Increase
	Participants	Events	Participants	Events	Participants	Events	Participants
Alpine Course Total	173	16	43	3	410	33	302.3%
Alpine Exam Total	380	18	42	7	328	15	804.8%
SB Course Total	92	9	37	2	153	13	148.6%
SB Exam Total	79	9	18	5	130	15	338.9%
Nordic Course/Exam Total	23	5	42	7	35	6	-45.2%
Telemark Course/Exam Total	13	3	0	0	28	7	
Adaptive Course/Exam Total	19	2					
Course/Exam Total	779	62	182	24	1084	89	328%

Governance and Board

- With the COVID pandemic still ongoing in 2021, the Board conducted the 2021 AGM online. Whilst interactivity remained difficult due to the format as per 2020, attendance remained high.
- It is the preference of the Board and the Technical Directors to return to an in-person AGM and Trainers Coordination where possible, to promote more interaction between the Board, APSI Staff and the membership.

- There was an SGM held in June 2021 in which a motion was put forward to change the term of the 'Ordinary Member' position on the Board from 1 year to 2 years in order to allow more continuity and opportunity for growth for the APSI. This motion was adopted via electronic voting by the membership, with Sarah Lyster, Jenna Shaw and Gemma McMillan being elected for 2 year terms as Ordinary Members on the Board.
- Treasurer Deborah Meehan resigned after many years on the board, with Ordinary member Gemma McMillan being appointed by the Board into the Treasurer role. Previous Ordinary Member Scott Sanderson was appointed by the Board into the casual vacancy created in the Ordinary Member position. We thank Deborah for her years of dedication to governance and policy and wish her all the best
- ASAA Representative Adam Hosie stepped down from his role on the Board after moving on from Thredbo Snowsports School. The ASAA Representative is now filled by Tina Burford. We wish Adam all the best in his new position, and thank him for his years of commitment to the APSI.
- Technical Director Representative on the Board changed from Zac Zaharias (Telemark) to Kylie Dwyer (Snowboard). We thank Zac for his contributions during his term and look forward to continuing to work with him in his role as Technical Director.
- The Board sought the implementation of the Employee Assistance Program (EAP) through Acacia counselling to provide extra support to APSI employees and office holders. This was a much-needed program that seeks to provide further support in what has been a difficult time for our industry and organisation due to the effects of Covid.
- The APSI was again represented by the President and General Manager at the ISIA General Assembly. It was fantastic for the APSI to be present amongst a global contingent of snowsports accreditation bodies.
- The Board passed the motion that for accreditation to remain valid, membership with the APSI must also be valid.
- The APSI Board remains committed to its 'balanced scorecard' approach to projects, which can be viewed here: <https://www.apsi.net.au/who-are-we/our-board/board-communications-hub>
- The memorandum of understanding between the APSI and the ASAA has been updated, continuing the strong collaborative relationship between the two bodies, ensuring that excellence in snowsports accreditation and training is still paramount and catered for amongst the resorts and snowsports schools.

Operations and the Effects of Covid

- 2021 saw the highest early season level 1 exam numbers in recent history with 362 attendees.
- Alpine resit exams were run in both states, with snowboard resit exams in NSW only due to COVID restrictions at Victorian resorts.
- Another year of adaptation and innovation with lockdowns scarping what was on track to be one of the busiest years yet of the APSI. Although courses and exams were postponed or cancelled in August, the Technical Directors and other staff did an amazing job to get as many events up and running as possible throughout the season.
- Overall, it was about 2 months of operations through the Australian winter instead of 4 months, without the same government funds that we were received in 2020.
- The decision was made once again to not pursue any operations in Japan in 2021/22 due to COVID travel restrictions.

Pricing Updates

- Course and exam pricing was increased in early 2021 to cover costs of running the business and to match the wage increase implemented in 2018. Despite the necessary cancellations of many courses and exams through the season, these price increases contributed substantially to the end of year surplus. These price increases were developed in a way that prioritised the returning members and promoted their participation in APSI events.
- Membership prices have remained constant.

- While the General Manager, Technical Directors and Board did an amazing job of producing a surplus in 2021, it must be noted that expenses that were incurred in the 2021 calendar year but have not yet been processed (e.g. purchase of manuals), will show in the financial statements for 2022. This is reflected in the Treasurer's Report.

Member Engagement

- Courses and exams were once again the main offering for the 2021 winter, but with many events being cancelled, the organisation had to pivot and continue offering alternate engagement.
- Online eLearning continued through the APSI website, with a number of updates being made to the Nuts and Bolts system to facilitate easier usability amongst members. The apres sessions offered online were once again successful at engaging members, particularly throughout the longer lockdowns in Victoria and Sydney.
- The Board also approved funding for the creation of eLearning modules in snowboard and telemark as a summer project through summer 2021/22.
- Snowpro was once again published, and in keeping with our push to be more environmentally friendly, was distributed digitally.
- The technical directors have slated a manual rewrite to occur in summer 2022/23
- The APSI Board officially appointed Kylie Dwyer to the role of Communications Officer to further promote engagement and communication amongst the membership. Through targeted EDMs, social media posts and website activity, there has never been so much information available on the APSI's activities.
- Like SnowPro, membership cards are now digital and available through myAPSI in order to reduce plastic production and subsequent harm to the environment.

General Manager and Telemark Technical Director

- Andrew Rae worked through the summer of 2020/21 to help transition to the new General Manager position.
- Nick Rankin was appointed the new General Manager for a March start, and resigned from the position in October 2021, working casually afterward on specific summer projects where required. Nick contributed greatly to the organisation in what was a year where it was extremely difficult to make plans, let alone be financially prudent.
- Paul Lorenz fulfilled part-time interim role to ensure business needs were met, and the office staff and TD's were supported in transition over summer, with a view to appointing a new General Manager in February. After a robust recruitment process, Paul has subsequently been appointed to the role of General Manager in 2022.
- Particularly through Nick's tenure, the priority was positive interactions and relationship building with stakeholders including the resorts, ASAA and Snow Australia. We hope that the foundations that he laid will continue to be built on into the future.
- The APSI Board is excited to have Ben Jackson join as Telemark Technical Director. His passion and enthusiasm for Telemark skiing is well-known and we welcome him to the Technical Director group.

APSI National Team

- Nick Rankin in his role as General Manager assumed the role of Head Coach of the APSI National Team. After his resignation, the Board would look to the new General Manager assuming that role if they had the necessary skills or appoint a separate coach if not.
- Unfortunately the on-snow selection slated for August 2021 was not able to be completed due to lockdowns, so has been postponed to the 2022 season. However, an indoor selection day was held in September 2021, with tasks and engagement slated for summer 2021/22 with a motivated and inspiring group of snowsports professionals. This indoor selection day led to the selection of the APSI National Team Squad.

- The APSI National Team Squad has continued engagement through tasks on an individual and group basis. These tasks include a discussion of APSI teaching and technical methodology and its implementation.

Complaint Investigation

- The APSI Board of Management received an historical complaint that according to the APSI Complaint and Grievance Policy, required the engagement of an external investigator. The investigation of the complaint has concluded and has been subsequently managed. Further details are not available due to the confidential nature of the matter.

AWS Committee

- The AWS committee has been extremely active, with initiatives including the Diversity and Inclusion survey and report published to all members, videos on social media with various campaigns including #breakthebias and #choosetochallenge
- The AWS committee prepared an unconscious bias presentation at 2021 Trainers Coordination which was well received. The committee is looking to build on this with further presentations at the 2022 Trainers Coordination
- It is worth noting that the APSI Board as at January 1 2022 is comprised of 5 women and 3 men, which is fantastic to see that the organisation is following through with the excellent work of the AWS Committee.
- Detailed Action and Work Plans were followed through with throughout 2021, and these plans as well as other documents related to the committee are available for viewing here: <https://www.apsi.net.au/community/aws>

In a year that promised so much it was naturally disappointing to have not been able to have followed through with pre-season plans. It was a tumultuous year for everyone in the world, but for those involved in the snowsports industry it was particularly draining. That being said, the commitment and passion of those at the industry's core is extremely inspiring, and it is difficult to look past this enthusiasm. The APSI is in safe hands, and whilst there have been a number of changes throughout the year, I believe that in 2022 we are in a fantastic position to be able to launch into a positive year of operations and engagement.

In particular, I would like to thank:

- Richard Jameson, Kylie Dwyer, Tom Hodges, Zac Zaharias and Ben Jackson for their tireless work as Technical Directors. Not only has this group had to pivot and adapt throughout the season as far as courses and events are concerned, but they have also had to lead an APSI National Team Squad and continue engagement in extremely trying times. Your hard work and dedication to this organisation is inspiring.
- Suzanna Brown, Tiff Ingle and Andrew Rae for your work in continuing to run the APSI office in extremely challenging times.
- Nick Rankin for his commitment to one of the toughest job stints yet, and his ability to continue to take every challenge with an engaging and pleasant demeanour. Thank you for all of your work.
- The Board for all of your voluntary hours across numerous time zones and throughout the entire year. It is a thankless job, and a difficult one, but your dedication and scrutinization is extremely valued and will continue to be.

Finally, thank you to you, the APSI member for sticking with us. We hope that 2022 brings much happier times, with more in-person engagement and activity, and we can't wait to shake hands again after a long time away!

Yours Sincerely,



Paul Lorenz
President - 2021

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