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AUSTRALIAN PROFESSIONAL SNOWSPORT INSTRUCTORS INC.

Minutes of the Annual General Meeting of the Australian Professional Snowsport Instructors Inc. (APSI) held on June 6, 2018 at Jindabyne, New South Wales to commence at 5:00 p.m.

Chair

President Anthony Hill.

Attendance

See attached attendance list.

Secretary

Minutes recorded by Alexia Colville.

Meeting Opened

The Chair stated that a quorum was present and declared the meeting open at 5:11 p.m. on 6 June 2018.

Apologies

Apologies were recorded from L. Gill, I. Farrow, P. Holmes & S. McCartney.

Minutes of the Previous Meeting

Matt Smith moved that the minutes of the AGM 2017 have been read and accepted as a true and accurate record of that meeting.

The motion was seconded by Oscar Alston.

Motion carried.

Business Arising

There was no business arising from the previous meeting.

President's Report

The President advised the members that the board will be meeting in the coming weeks to review the following topics and that he will provide a report to members after that meeting.

- Wages & employee performance
- Constitution & by-laws
- Sponsorship, marketing & communications

- Member benefits
- Japan operations

Presentation of Financial Report

The treasurer presented the financial report.

See attached presentation and financial statements.

2017 Financial Results:

- The association had \$668,000 gross revenue.
 - o Wages accounted for approximately 50% of expenses at \$300,000.
 - o \$100,000 was incurred in course and exam costs including trainer meals, travel and accommodation. Plus, there were the usual business expenses.
- The net profit for 2017 is \$111,000.
- The APSI had 1200 members in 2017 and has 916 current members, although more are expected over the year.
- Course and exam participation have increased.

2018 Forecast:

- The cash in bank and net profits are trending upward. However, there is a projected loss in 2018 as pay for Interski 2019. That may change if some expenses are incurred in 2018 and some in 2019.
- Expect return to positive net profit in 2019.

Member Benefits:

- Website, manuals, trainer's coordination.
- The Board has an obligation to return profits to members. 25% of net profit has been allocated to fund discipline specific projects.

Adoption of accounts

Kerry Dodd proposed that the financial statements 2017 be adopted.

The motion was seconded by Zac Zaharias.

Motion carried.

Election of the Board of Management

The chair requested that the current office holders, Adam Federico (Snowboard Technical Director), Warren Feakes (Nordic Technical Director), Deborah Meehan (Treasurer), Adam Hosie (Snowsport Director's Representative) and Michal Bierzynski (Resort's Representative) stand down and thanked them for their service.

Snowboard Technical Director

Adam Federico was nominated by Adam Federico and seconded by Oscar Alston.

Adam Federico was elected with no opposition.

Snowsport Director's Representative

Adam Hosie was nominated by Nigel Mills and seconded by Ross Taylor.

Adam Hosie was elected with no opposition.

Treasurer

Lisa McComb was nominated by Timothy Gale and seconded by Mark McDonald.
Deborah Meehan was nominated by Dave Callaghan and seconded by Alexia Colville.

Deborah and Lisa presented to the membership and a silent ballot was held.
Deborah Meehan was elected by a majority vote.

Nordic Technical Director

Keith Jephcott was nominated by Danny Monaghan and seconded by Bruce Easton.
Zac Zaharias was nominated by Zac Zaharias and seconded by Jane Scheer.

Zac and Keith presented to the membership and a silent ballot was held.
Zac Zaharias was elected by a majority vote.

Resort's Representative

A volunteer was called for from each resort to act as the APSI representative in their resort.

The following members volunteered:

- Hotham – Chris Lewczynski
- Thredbo – Angela Pope
- Perisher – Martin Firlie
- Falls Creek – Nick Rankin
- Buller – Dive Burton

Dive was nominated by the resort's representatives to act as their representative on the board. Dive Burton was elected with no opposition.

Life Memberships

No nominations for life membership were received.

Other Business

Sodergren Scholarship

The following members were awarded the Sodergren Scholarships for 2018:

- Jeremy O'Sullivan was awarded the Alpine scholarship.
- Damien James & Josh Danet were awarded a joint Snowboard scholarship.

Property Purchase

Deborah Meehan addressed the membership regarding potential property purchase. It was emphasised that no decision can be made without member consultation and voting. The board will not make a large purchase without agreement from members. Deborah presented some preliminary figures and benefits to the association of purchasing a property.

Interski Supporters

Lloyd Meehan presented to the membership regarding Interski supporters. Lloyd encouraged members to check APSI website for at-home supporter packages.

Member Questions

The chair opened the floor to members.
No questions were taken.

Close of Meeting

There being no further business, the chair declared the meeting closed at 6:14 pm.

Attendance List:

Member ID	First Name	Last Name
99-155	Chris	Allen
08-074	Oscar	Alston
05-061	Michal	Bierczynski
04-058	Scott	Birrell
18-137	James	Booker
96-202	Danielle	Brooke
88-607	Tina	Burford
96-114	Dive	Burton
13-2072	david	callaghan
91-287	Kent	Carpenter
18-180	Brian	Carpentier
10-028	Benjamin	Chapman
11-261	Emma	Christiansen
98-123	Jason	Clauscen
06-161	Alexia	Colville
12-039	Rene	Crazzolaro
14-831	James	Crompton
11-411	Matt	Dannenberg
07-203	Jamie	Dickson
90-122	Kerry	Dodd
95-096	Nick	Donnelly
02-079	Kylie	Dwyer
99-077	Bruce	Easton
96-116	Justin	Farnell
99-059	Warren	Feakes
05-246	Adam	Federico
18-277	Agathe	Felix
14-491	Scott	Ferguson
95-051	Martin	Firle
07-101	Danny	Foster
12-100	Sebastian	Freihofner
11-417	Chloe	Gaffey
04-038	Timothy	Gale
16-079	Tegan	Gentle
07-100	Leif	Grant
09-196	Trevor	Greenwood
03-092	Anthony	Hill
03-265	Richard	Hocking
06-115	Thomas	Hodges
94-135	Adam	Hosie
98-074	Troy	Ingle

98-054	Ben	Jackson
12-308	Damien	James
98-006	Keith	Jephcott
14-294	Nicholas	Jones
13-8426	Daniel	Jurd
15-138	Allison	Lane
03-032	Andrew	Lane
07-009	Josh	Laney
03-252	Thomas	Langtry
09-214	Christopher	Lewczynski
03-177	Paul	Lorenz
88-561	Michael	Macris
17-051	Lisa	McComb
91-016	Mark	McDonald
95-198	Daniel	Monaghan
99-299	Noel	Mungovan
10-363	Michaela	Patton
05-008	Andrew	Peppard
14-4767	Don	Peterson
89-059	Brett	Plumridge
10-402	Angela	Pope
92-023	Andrew	Rae
91-183	Rebecca	Rae
12-149	Shauna	Rigby
14-506	Adam	Rigby
05-283	Tom	Robb
14-472	Elliott	Russell
14-482	Jane	Scheer
12-323	Todd	Schuiling
85-215	Dean	Sheppard
94-050	Matthew	Smith
03-113	Matthew	Smith
11-319	Jon	Steel
03-106	Tareesa	Straatmans
95-001	Tim	Stuart
94-077	Ross	Taylor
08-108	Ashley	Thomas
18-065	Laurie	Todd
05-122	Gemma	Wilkop
09-090	Jake	Woods
02-094	Andrew	Wunderlich
99-078	Zac	Zaharias
12-369	Benny	Zhang



End of term Treasurers report 2017 Financial Year

AGM June 2018
Deborah Meehan

Overview of Report

*Three topics:

1. 2017 financial results
2. 2018 financial forecast
3. Challenges, issues and risks

Snapshot of 2017


INCOME - \$668 K

OPERATIONS



\$333K wages
\$97K course costs
\$15K rent
\$10K bank charges
\$9K insurance
\$8K postage/print/supplies

MEMBER BENEFITS



\$32K website
\$16K manuals
\$7K neck buffs/ snowpro
\$10K trainer's coord
\$15K staff training
+ maintained/decreased prices

Income Sources



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Overall, 499 more participants in 2017 than in 2013

Japan – 42% increase in participants from 2016.



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2017 Net Profit

REVENUE - \$668 K

EXPENSES - \$556 K

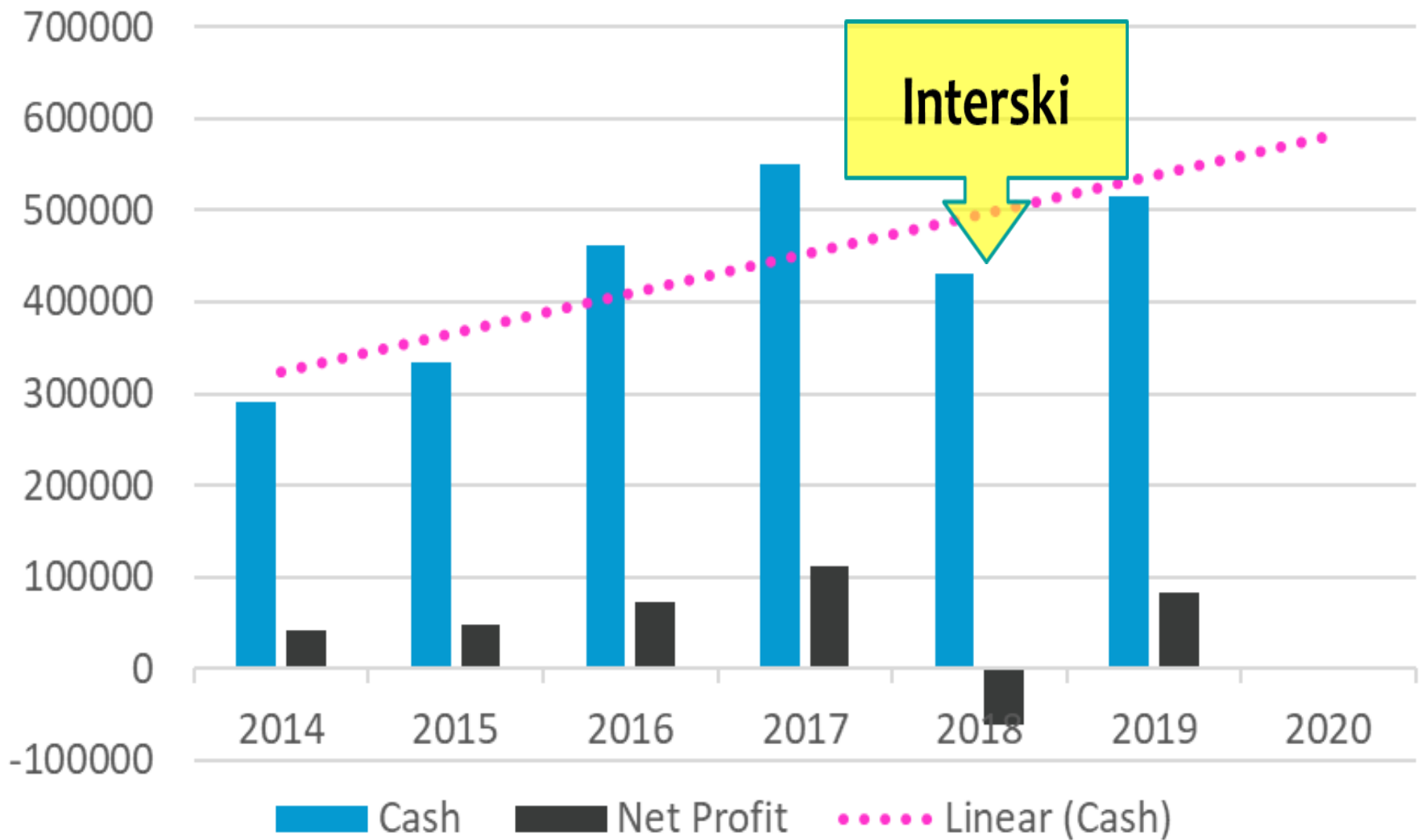
MEMBER BENEFITS

OPERATIONS

NET PROFIT - \$111 K



Cash & Net Profit



2018

Revenue/Income (same as 2017)	\$	668,304.00
Expenses (same as 2017)	\$	556,761.00
	\$	111,543.00
Interski	\$	120,000.00
Forecast Net profit - 2018	-\$	8,457.00

Strategy for the future

- * Discretionary funds for each discipline

* Alpine	65%	(\$11,700)
* Snowboard	20%	(\$3,600)
* Telemark	5%	(\$900)
* Nordic	5%	(\$900)
* Adaptive	5%	(\$900)

Issues, Challenges and Risks

- *Finance
- *Governance and compliance
- *Workplace Culture

Finance

- * Operational issues
 - * Seasonal business
 - * Interski
- * Strategic Issues
 - * Vision
 - * Business plan
 - * Financial strategy

Governance & Compliance

- * Governance and compliance
 - * Constitution and by-laws
 - * Electronic voting
 - * Procurement policy
 - * Remuneration policy & employment contracts.....

Workplace Culture

- * APSI organisational culture
 - * Code of Conduct:
 - * Reputation, internally and externally?
- * Workplace Health and Safety
 - * Physical and psychological
 - * A safe workplace
 - * Complaints sensitively & confidentially managed

Conclusion

Exciting times for the APSI:

The APSI is

- * Financially sound & sustainable
- * Planning for the future
- * Professionalising governance practices